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Trusteeship Provisions in Union Constitutions

The Older Worker and Hiring Practices

Occupational Health Services in the U.S.S.R.

The Third Biennial Convention of the AFL-CIO

UNITED STATES DEPARTMENT OF LABOR

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UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief*
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The Labor Month in Review

AFTER 116 DAYS, the steel strike was halted on November 7 when the United States Supreme Court in an 8-1 decision upheld the legality of an 80-day Taft-Hartley Act injunction which had been granted by a Federal district court 17 days earlier.

The events which preceded final judicial sanction of the injunction had been significant but unproductive of a general settlement. After hearings extending from October 12 through October 18, during which the factfinding board made vigorous (and public) efforts to mediate the dispute, the board reported to the President on the 19th its inability to "point to any single issue of any consequence whatsoever upon which the parties are in agreement." However, the board had succeeded in defining and narrowing the issues of the strike and had induced the parties to make new offers.

On October 20, the Government sought and the next day was granted an 80-day Taft-Hartley injunction in the Federal District Court at Pittsburgh. An appeal by the union won a stay of execution, and a similar stay after the appellate court upheld the order enabled the union to take the case to the Supreme Court without interrupting the strike. The union had opposed the injunction on the grounds that national health or safety was not adversely affected by the strike and that the injunction provision of the act was unconstitutional because it asked the courts to use "coercive powers temporarily as part of an administrative procedure for attempting to settle strikes" which were lawful before the injunction and would be again after the injunction was dissolved.

A defection from the group of 12 steel companies which had been bargaining jointly occurred on October 26 when the Kaiser Steel Corp. settled with the Steelworkers Union on a basis close to the last union offer prior to the injunction. It was a 20-month contract which called for overall wage and fringe improvements totaling 22½ cents an hour (including a possible 3-cent cost of living adjust-

ment). Especially noteworthy was establishment of two committees: a labor-management group to resolve work rules problems on a local basis (work rules had been one of two major obstacles the parties had encountered all during negotiations); and a tripartite group to recommend a long-range plan for "equitable sharing between the stockholders, the employees, and the public of the fruits of the company's economic progress."

Viewing serious labor-management disputes as a matter of national concern, Secretary of Labor James P. Mitchell on October 17 proposed that another step be added to the mediation process; he suggested the Government be given authority to convene a statutory board, with powers of subpoena, at any time during a dispute when a public clarification of the issues would seem to move the parties toward settlement. The board would make recommendations only if both parties requested it to do so. If no settlement resulted from the board's activities, there would remain a public record of positions that would inform people of the issues. The proposal implied that ad hoc boards, not founded in statutory law, have been generally unsatisfactory in the past.

WHILE THE STEEL ISSUE was being argued in and out of court, bargaining on contracts in the railroad industry was taking place. The 113 Class I carriers and a score of unions representing nearly 900,000 employees had agreed 3 years ago to leave work rules unrevised until November 1 of this year. Revision of work rules is a basic employer demand which is being pressed with claims that many practices are outmoded and wasteful. In addition, a wage cut of 15 cents plus elimination of the escalator clause (including the 16 cents an hour received as a cost-of-living bonus) have been proposed. Both the operating and nonoperating unions are adamantly opposed to work rule changes and in turn have asked for respective wage increases of 12 to 14 percent and 25 cents an hour.

Under the Railway Labor Act, the parties are asked to arbitrate if mediation fails. If arbitration is declined, a Presidential Board investigates and no strike may take place for 30 days. The board's report may recommend a settlement and again a strike is proscribed for 30 days.

Fifteen unions representing 130,000 Canadian railroad workers on six lines submitted wage demands on November 5. They were reported to

include a 20 cent-an-hour increase spread over a 2-year span.

Six Boston newspapers on November 5 were closed by a strike called by the Typographical Union in a dispute over wage terms in a new contract.

Meatpacking plants of Wilson & Co. in eight cities were struck on November 3 by the United Packinghouse Workers. The union is seeking a settlement similar to that secured at Armour in conjunction with the Amalgamated Meat Cutters. The company had unilaterally granted a 10½ cent-an-hour wage rise as against the union's request for 22 cents over a 2-year control. An agreement had been signed previously by the two organizations with Swift & Co. after a strike which lasted 7 weeks. Terms included hourly wage increases of from 8.5 to 15 cents spread over 2 years, with southern plants receiving the smaller amount. The automation study fund contained in the Armour agreement was not included.

In the East and Gulf Coasts maritime situation, the International Longshoremen's Association (recently admitted to the AFL-CIO on probation) proposed that 25 cents a ton be paid by employers as royalty on cargo handled in containers. The employers rejected the idea as "more featherbedding" unless the size of work gangs was reduced. The union is under an 80-day Taft-Hartley strike injunction issued October 8. Cargo-handling efficiency and size of work groups are major issues in the dispute.

On the West Coast, a 2-month-old shipyards strike by the Metal Trades Council, the Machinists, and the Carpenters ended on October 17 when a 3-year contract was accepted. It calls for aggregate wage increases of 27 cents an hour plus fringe betterment estimated by the unions as worth 12 additional cents. Employers bargained through the Pacific Coast Shipbuilders' Association.

REVIVAL of its shorter workweek bargaining demand for the 1961 negotiations was one major result of the United Automobile Workers' convention October 15-23. There was also an indication that the 1958 profit-sharing plan would be reentered on the bargaining lists. The union proposed a Federal commission to study technological change and "insure that the social gains and the social costs of technological progress are fairly shared." A dues increase of \$2 a month was voted

as was a 3-percent salary increase for officers and staff to be applicable on January 1 of the next 3 years.

At the biennial convention of the Industrial Union Department of the AFL-CIO, meeting in Washington, November 9-10, Walter P. Reuther, its president, criticized organized labor's attitudes, policies, and practices as too "defensive." The merged labor movement, he said, "mobilized our opposition and then we failed to mobilize ourselves. That is why we are in trouble." Labor, he complained, has become "a little bit soft in the middle."

He offered a five-point reconditioning program:

1. Solve jurisdictional problems so that there will be unity and good will.
2. Engage in a massive organization drive.
3. Develop cooperation on the collective bargaining front and build a common defense fund.
4. Construct political objectives of a broad character, irrespective of a single political party.
5. Educate the members and the American people as to where the labor movement stands.

In Toledo, the charters of the former AFL and CIO city organizations were revoked in mid-October to force a merger of the two groups. Property and funds of each were taken over by the merged national organization.

In this space in the October issue, two union officials indicted for Taft-Hartley law violations were incorrectly identified with the Bakery Workers Union (Ind.). They were officers of a bakery local of the Retail, Wholesale, and Department Store Union.

Teamster officials on November 5 named 56 Congressmen the union would campaign against in 1960 because they supported the new reform legislation. The officers, on October 22, after resisting the matter for more than a year, acceded to rules for democratic elections in their own organization. The rules had been devised by monitors appointed by a Federal court to oversee the organization's operations.

Maurice Hutcheson, president of the Carpenters Union and a vice president of the AFL-CIO, was indicted by a Federal grand jury on October 20 for contempt of Congress. He is also under indictment in Indiana in connection with a highway land sale deal, and it was in connection with this matter that he refused to answer questions put to him by a Congressional committee.

Trusteeship Provisions in Union Constitutions

HARRY P. COHANY AND IRVING P. PHILLIPS*

THE AUTHORITY of a national or international union¹ to discipline a local union or another subordinate body by appointing a trustee (or receiver, supervisor, administrator, or other representative) to assume control over its affairs is a grant of power specifically provided for in many union constitutions. Trusteeship is one of the means whereby the parent organization can assure compliance with its directives, prevent violation of the constitution, remove dishonest or inadequate officers, and guard against financial and other malpractices on the local level.² However, the trusteeship device, as hearings before congressional committees have revealed, can also be utilized by corrupt officers for personal financial and political gains.

The AFL-CIO Ethical Practices Code VI, entitled "Union Democratic Processes" and adopted in May 1957, urged affiliates to deal with the trusteeship issue as follows:

To insure democratic, responsible, and honest administration of its locals and other subordinate bodies . . . unions should have the power to institute disciplinary and corrective proceedings with respect to local unions and other subordinate bodies, including the power to establish trusteeships where necessary. Such powers should be exercised sparingly and only in accordance with the provisions of the union's constitution, and autonomy should be restored promptly upon correction of the abuses requiring trusteeship.

The Labor-Management Reporting and Disclosure Act of 1959, passed by the U.S. Congress in September 1959, recognized the legitimate purposes of trusteeships and provided for certain safeguards against the misuse of such procedures. The section of this act dealing with trusteeships states, in part:

Trusteeships shall be established and administered by a labor organization over a subordinate body only in accordance with the constitution and bylaws of the organization which has assumed trusteeship over the subordinate body and for the purpose of correcting corruption or financial malpractice, assuring the performance of collective bargaining agreements or other duties of a bargaining representative, restoring democratic procedures, or otherwise carrying out the legitimate objects of such labor organization.

The Bureau of Labor Statistics has recently studied the formal rules stipulated in union constitutions governing the establishment of trusteeships, the grounds for such action, hearing requirements, the status of the local unions and their officers during such periods, and the provisions applying to termination and appeal. This study is primarily a summary of union laws in effect prior to the enactment of the Labor-Management Reporting and Disclosure Act of 1959, and does not extend to union practices.

For this study, from which this article was adapted,³ the constitutions of 114 national and international unions, each with 10,000 or more members, were analyzed.⁴ These 114 unions accounted for 17.5 million members, or about 95 percent of the total membership of all national and international unions in the United States.

Prevalence of Trusteeship Provisions

Although all of the constitutions studied gave national officers the authority to suspend or revoke local union charters, a disciplinary measure frequently linked with trusteeship, only 67 constitutions, applying to 12 million members, contained

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¹ Throughout this article, the terms "national" and "international" union are used interchangeably.

² Information on the number of trusteeships in effect at any one time by all national and international unions is not available. However, a report on the number of local unions of AFL-CIO affiliates under trusteeship is contained in the Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, U.S. Senate (86th Cong., 1st sess., 1959), pp. 85-86. According to a list of 99 unions submitted by Andrew J. Biemiller, director of the Department of Legislation, AFL-CIO, 75 had no locals under trusteeship and 24 reported a total of 97 locals so disciplined. It should be noted that these 24 international unions accounted for more than 20,000 local unions.

³ See Trusteeship Provisions in Union Constitutions, BLS Bull. 1263. This bulletin contains a large number of illustrative clauses taken from union constitutions.

⁴ According to the Directory of National and International Labor Unions in the United States, 1957 (BLS Bull. 1222), there were 125 national and international unions in the United States with 10,000 or more members. For 11 unions, with about 625,000 members, current constitutions were not available. Three of these 11 were unions of government employees.

TABLE 1. PROVISIONS FOR SUSPENSION/REVOCATION OF LOCAL UNION CHARTERS AND TRUSTEESHIP IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Provision	Total		Union affiliation			
			AFL-CIO		Unaffiliated	
	Number	Members (thousands)	Number	Members (thousands)	Number	Members (thousands)
All unions studied.....	114	17,503	99	14,823	15	2,680
Unions providing for suspension/revocation of local union charters.....	114	17,503	99	14,823	15	2,680
Also providing for trusteeship.....	67	12,063	59	9,763	8	2,300
No explicit provision for trusteeship.....	47	5,440	40	5,060	7	380

NOTE: Because of rounding, sums of individual items may not equal totals.

explicit trusteeship provisions, i.e., granted the international president and/or the union's governing body the authority to assume direct control of a local union or other affiliate by means of a trusteeship (table 1).

The remaining 47 constitutions (governing 5.4 million members) contained no specific trusteeship clauses. Under these constitutions, the possibility that the international may assume control over a local is not ruled out, however, since (1) none of the constitutions prohibited it and (2) many granted international officers broad powers, particularly in suspension proceedings. Unions which do not have explicit trusteeship provisions in their constitutions do at times exercise this or a similar power. For example, the United Steelworkers of America, in 1959, reported several local unions under international supervision.⁵ The Steelworkers' constitution gave the international officers the following powers with regard to the suspension and revocation of local union charters:

In the event the international president shall have reason to believe that any local union is failing to comply with any provision of the constitution, he may institute proceedings upon the alleged violations, with due notice of hearing before any duly designated member or members of the International Executive Board. Upon the basis of the hearing, the International Executive Board is authorized to render a decision, dismissing the charges of alleged violations, suspending or revoking the charter of any such local union, or directing such other action as may be necessary to secure compliance with the constitution.

Similar clauses were found among many of the 47 constitutions without explicit trusteeship provisions.

In some of the 67 constitutions which provided for both suspension and formal trusteeship, control by the international union could be established only after a local's charter (or its officers) had first been suspended. More frequently, the matter of suspension was left to the discretion of the international union or the trustee. Often, however, suspension and trusteeship were set forth as two entirely separate proceedings, to be invoked under different circumstances and to achieve different purposes. In many constitutions, a trusteeship was in essence an emergency measure, designed to cope with conditions for which the usual disciplinary procedures were perhaps too cumbersome. A feature worthy of note was that several constitutions contained more than one trusteeship clause. Some constitutions granted this power to the president and/or the international governing body (in many cases depending on the offense alleged) and set forth different procedures regarding hearings, termination, etc., while in other constitutions, trusteeship procedures varied according to whether the case involved financial malpractices or other constitutional violations. For purposes of this analysis, the features of various provisions found in the same constitution were combined and are presented as a single trusteeship provision.

Reasons for Trusteeship

All of the 67 union constitutions with trusteeship provisions stipulated, in varying degrees of detail, the reasons for which such action could be taken. Many dealt with this issue rather briefly, granting the president or the union's governing body the right to take such action when, in its judgment, it was "necessary to protect the interest of the members" or "to protect the [union's] jurisdiction"; when "a local union fails to perform the duties imposed upon it by this constitution"; or simply, when "an emergency imminently affecting the interests of the international union or any subordinate body exists." Frequently, however, union constitutions spelled out the reasons for establishing a trusteeship, listing, among other offenses, the failure to comply with union directives, violation of union laws, dis-

⁵ Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, op. cit., p. 86.

honesty or incompetency in the affairs of local unions, membership indifference, and the threat of secession movements.

As pointed out earlier, under the provisions of a number of union constitutions, a trusteeship cannot be imposed unless the local union's charter has first been suspended or the local's officers removed from office. In these instances, the grounds for suspension and removal were, in the main, similar to those cited above, but were usually set forth in greater detail.

Trusteeship Initiation and Imposition

Under the provisions of 47 of the 67 constitutions with trusteeship provisions, the final authority to appoint a trustee over the affairs of a local union rested with the general executive board (or other governing bodies of the international union). The general executive board was the sole agency designated in 34 constitutions, while in 13 unions it shared this power with the international president. The president was granted authority to act in 33 constitutions, in 20 of which he was the only agent so empowered (table 2).

Typically, the union agency authorized to appoint a trustee also had the exclusive jurisdiction

to initiate such proceedings. In such cases, the entire power in this area was vested in the hands of a single agency, either the president or the executive board. A small number of constitutions (13) granted the power of trusteeship to both the president and the general executive board, each exercising this power independently of the other. In a few instances, however, the power of one or the other to act depended on the reasons for which such action was taken.

In a number of constitutions, the power to take action against a local union (or against local union officers) was not concentrated in the hands of a single international agency. Among the unions in this category were those which required the president to obtain the consent and approval of the executive board before intervening in the affairs of a local affiliate. In a few constitutions, however, the general executive board had the authority to review and reverse a trusteeship action taken by the president on his own initiative.

In 13 constitutions, union members were specifically given the right to invoke procedures leading to a trusteeship, either by submitting a petition or by filing charges before an international agency. Eleven of these constitutions gave members as well as the president and the general executive board this right, while in two constitutions only members were mentioned.⁶ Without exception, however, the ultimate power to impose trusteeship was retained by a designated agency of the international union.

Several constitutions permitted international office supervision, but failed to designate a specific

⁶ These provisions, however, would probably not preclude officers from taking such action, since officers are also members. A constitutional provision which lists members as well as the international president and/or the general executive board as initiating agents means that the international body is authorized to assume "original jurisdiction," i.e., it can act on its own and does not have to wait until all the steps at the local (or regional) level have been complied with.

TABLE 2. AGENCIES AUTHORIZED TO INITIATE AND ESTABLISH TRUSTEESHIPS AS STIPULATED IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Initiating agency	Total		Agency empowered to place local union in trusteeship					
			International president		General executive board ¹		International president or general executive board ¹	
	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)
All unions with one or more trusteeship provisions.....	67	12,063	20	4,497	34	5,045	13	2,521
International president.....	24	5,286	13	3,930	11	1,317		
General executive board ¹	16	2,773			16	2,773		
International president or general executive board ¹	8	1,217	1	100			7	1,117
International president or member.....	6	1,402	1	200			5	1,302
General executive board or member ¹	4	595			3	392	1	208
International president or general executive board or member ¹	1	60	1	60				
Member.....	2	451			2	451		
International president or other agent not clearly defined.....	4	198	4	198				
Agent not clearly defined.....	2	112			2	112		

¹ Also includes other governing bodies of international unions.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 3. PROVISIONS FOR HEARINGS BEFORE OR IMMEDIATELY FOLLOWING TRUSTEESHIP AS SPECIFIED IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Provisions for hearings	Unions	Members (thousands)
All unions with one or more trusteeship provisions.....	67	12,063
Constitutions with automatic hearing provisions.....	38	7,251
Hearing must be held before trusteeship is established.....	7	1,618
Hearing must be held before trusteeship is established but requirement may be waived in emergency, or at discretion of union officers, with hearing to follow.....	6	1,661
Hearing must be held after trusteeship is established.....	9	2,390
Hearing before trusteeship in some cases, no hearing requirement in other cases, depending on reason for trusteeship.....	3	420
Hearing after trusteeship in some cases, no hearing requirement in other cases, depending on reason for trusteeship.....	7	497
Hearing before or after trusteeship in some cases, no hearing requirement in other cases, depending on reason for trusteeship.....	4	632
Hearing only if trusteeship is to extend beyond 90 days.....	2	63
No hearing provisions specifically relating to trusteeship.....	29	4,512

NOTE: Because of rounding, sums of individual items may not equal totals.

initiating agent. In these cases, however, it may be assumed that the right to invoke the union's disciplinary machinery rested with the membership—at any rate, no clause in these constitutions denied it this right. Typically, these constitutions simply stated that “all charges shall be in writing, signed by the accuser . . .” or referred to a “party preferring the charges,” without giving further details.

Hearing Provisions

A requirement for a hearing (or a trial)⁷ on alleged violations for which a trusteeship could be imposed was not the general rule in the union constitutions studied. Twenty-nine of the 67 constitutions contained no hearing provisions which could be construed as relating to trusteeship cases (table 3). Of the 38 constitutions which referred to hearings, 16 applied to some but not to all situations under which a trusteeship could be imposed. A hearing to precede the appointment of a trustee was specified in 20 constitutions; however, 13 of these listed various provisions, often of an “emergency” nature, which permitted the international union to act immediately without having to wait for the outcome of a trial. In 28 constitutions, a hearing (in all or some instances) was to be held after trusteeship was already in effect; 15 failed to specify a time limit during which it was to be held (table 4.) Under such circumstances, the right of a local

union or its officers to have the charges aired could, presumably, be postponed indefinitely without violating the letter of the constitution.⁸

Four of the nine constitutions which required a hearing after appointment of a trustee stipulated time limits of 10, 20, 25, and 60 days, respectively, during which a hearing had to be held.

In 14 unions, the holding of a hearing depended on the violation for which the trusteeship was imposed. Under these procedures, a hearing had to take place before or after the trusteeship action, but the constitution waived this requirement for specified offenses, notably failure to transmit per capita dues or other financial irregularities. In such cases, it would seem, a hearing is not considered necessary since the constitutional violation is self-evident. Among the constitutions included in this category were four which provided for a hearing either before or after imposing trusteeship, or permitted it to be dispensed with entirely, depending on the alleged violation.

Conditions of Trusteeship

With a few exceptions, the constitutions analyzed did not define the rights and functions which the membership of a local union under trusteeship could continue to exercise. A few constitutions contained a simple statement suspending the local union's right to conduct its own affairs. On the other hand, virtually all constitutions contained provisions which, in varying degree of detail, stated the authority and duties of the trustee, and many also referred to the status of officers of trustee locals (table 5). Perhaps the prevalence of these clauses explains the scarcity of those dealing with the rights remaining with trustee locals—that is, a large grant of power to the trustee would leave little self-government to the local involved. Thus, in general, the degree of local autonomy remaining was defined by the powers assumed by the trustee.

Although most of the provisions on the powers of the trustee were not detailed, they did, as a rule, make specific mention of his right to take possession of all funds, records, and property,

⁷ Although many constitutions used the term “hearing,” the procedures involved in such a hearing had, in a number of cases, the characteristics of a trial. In this study, the two terms are used interchangeably.

⁸ Hearings referred to in this part of the study are those which are to be held either before or shortly after establishing a trusteeship. Hearings in conjunction with appeal procedures are discussed in a subsequent section.

and permitted him to "take charge" or to "take over and administer the affairs" of a local union. Requirements for periodic reports to the international union were found in 13 constitutions, but only 2 required reports to the local's members. Several specified that the trustee had to be bonded.

In 22 unions, the appointment of the trustee meant the automatic removal of the local union's incumbent officers. If malpractices on their part were the cause of the international's action, it is reasonable to assume that these officers would be removed (suspended or expelled) before the trustee was appointed. In 27 unions, however, the removal of local officers was at the discretion of either the international officers or the trustee. Although the constitutions were not always clear on this point, it may be assumed that, in some if not all cases, the incumbent officers would be permitted to function under the supervision of the trustee and would remain in office as long as they complied with the orders of the international union or the trustee.

In a number of other constitutions, the status of incumbent officers was not clearly set forth except for a statement that they are subject to removal.

Eighteen constitutions made no specific reference to the status of local union officers. Many of these treated the entire trusteeship matter in a sentence or two, simply giving an international agency the authority to take such action against a local union.

Only 1 of the 67 constitutions analyzed provided specifically that a local union under trusteeship

TABLE 4. TIME LIMITS FOR A HEARING AFTER ESTABLISHMENT OF TRUSTEESHIP AS STIPULATED IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Time limit	Unions	Members (thousands)
All unions with automatic hearing provisions.....	35	7,251
All unions with automatic hearing provisions after establishing trusteeship.....	28	5,213
Hearing after 10 days.....	4	247
Hearing after 20 days.....	2	377
Hearing after 25 days.....	1	257
Hearing after 30 days.....	2	1,385
Hearing after 60 days.....	1	300
Other time limits.....	13	266
No definite time limits.....	15	2,381

¹ In 2 unions hearings must be held within 90 days after the serving of charges and the serving of charges must be within 90 days after the establishment of a trusteeship. One union calls for a hearing "at or before the next meeting of the executive council" without indicating the interval between meetings.

NOTE: Because of rounding, sums of individual items may not equal totals.

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TABLE 5. STATUS OF LOCAL UNION OFFICERS UNDER TRUSTEESHIP PROVISIONS STIPULATED IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Status of local union officers	Unions	Members (thousands)
All unions with one or more trusteeship provisions.....	67	12,063
Automatic removal.....	18	3,657
Automatic removal depends on reason for trusteeship.....	4	677
Removal at discretion of international president or general executive board.....	19	3,768
Removal at discretion of trustee.....	8	683
No reference to status during period of trusteeship.....	18	3,378

¹ Also includes other governing bodies of international unions.

NOTE: Because of rounding, sums of individual items may not equal totals.

had the right to send elected delegates to a union convention and prohibited the appointment of delegates by the trustee.

In this connection, it should be noted that virtually all international unions deny convention representation to a local union "not in good standing," particularly if it has failed to pay its per capita tax or if its charter has been suspended or revoked. Where trustee locals are in good standing and are entitled to send delegates to the convention, the constitutions, with the exception noted above, failed to indicate whether delegates were to be elected by the members or appointed by the trustee.

Duration of Trusteeships

Although the formal language of many trusteeship clauses indicated that such action was considered as an emergency device, few constitutions were specific as to when or under what conditions the emergency was to terminate and self-government was to be restored. Only 12 of the 67 constitutions with trusteeship provisions established a maximum time limit; in 7 of these, however, it applied only to some of the grounds for which a local union could lose its autonomy (table 6). Ten constitutions referred to time limits which could be extended indefinitely by the international officers. Among the remaining constitutions, 8 made termination subject to compliance with specified conditions; 18 left the matter to the discretion of the same body that originally imposed the trusteeship; and in 19, the absence of duration provisions presumably placed the removal of the trustee under the discretion of the initiating agency. All of these 19, however, contained appeals procedures.

TABLE 6. PROVISIONS GOVERNING DURATION OF TRUSTEESHIP AS STIPULATED IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Termination provisions	Total		Trusteeship established by—					
			International president		General executive board ¹		International president or general executive board ¹	
	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)
All unions with one or more trusteeship provisions.....	67	12,063	20	4,407	34	5,045	13	2,521
Automatic termination after specified period.....	5	717			4	647	1	70
1 year.....	2	83			1	13	1	70
2 years.....	2	249			2	249		
Other.....	1	385			1	385		
Termination date specified, but may be extended indefinitely by—	10	3,864	4	1,872	5	1,017	1	675
International president.....	1	24	1	24				
General executive board ¹	9	3,840	3	1,848	5	1,017	1	675
Termination provisions relate to one or more but not to all types of trusteeships which may be established under union's constitution.....	7	1,542			3	1,343	4	100
Termination made contingent on compliance with certain conditions.....	8	916	2	170	5	666	1	80
Termination contingent on action by—	18	2,895	9	1,139	4	520	5	1,407
International president.....	9	1,139	9	1,139				
General executive board ¹	7	1,554			3	247	4	1,307
International president or general executive board ¹	2	173			1	73	1	100
No provision relating to duration of trusteeship.....	19	2,459	5	1,316	13	1,053	1	90

¹ Also includes other governing bodies of international unions.² Termination within 6 months after general executive board renders decision on charges against local union officers.³ Three constitutions provided for special elections of officers and restoration of local autonomy within 60 days after suspension of local union officers; 2 constitutions provided for restoration of local autonomy within 6 months after general executive board decides charges against removed officers; 1 provided that the term of trusteeship was not to exceed 180 days, and 1 for not more than 30 days. In addition, all constitutions contained other trusteeship provisions which were either vague or silent on the matter of termination.⁴ Constitutions provided for trusteeship to terminate as soon as causes leading to its establishment had been removed.

NOTE: Because of rounding, sums of individual items may not equal totals.

The distinction between the 8 constitutions which made termination subject to compliance with specified conditions and the 18 in which termination was entirely up to the president or the general executive board is, to be sure, a rather fine one. In both instances, the final decision would have to be made by the same international officers, although in the eight constitutions there was at least a reference to standards on which an appeal—or a court test—could be based.

Appeal Provisions

The possibility of appeal of a trusteeship action was open to virtually all trustee local unions (table 7). Customarily, in union disciplinary proceedings, the final appeal body is the union convention, and it was so designated in 55 constitutions. Generally, where the international president was authorized to establish a trusteeship, the appeal first went to the general executive

TABLE 7. APPEAL PROVISIONS IN TRUSTEESHIP CASES AS STIPULATED IN INTERNATIONAL UNION CONSTITUTIONS, 1959

Appeal provisions	Total		Appeal bodies							
			General executive board ¹ and regular conventions		Regular convention only		Regular convention or public review board		Other ²	
	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)	Unions	Members (thousands)
All unions with one or more trusteeship provisions.....	67	12,063	23	4,650	30	3,189	2	1,376	6	1,821
Appeal clauses relating specifically to trusteeship cases.....	35	6,009	20	3,834	11	1,469			4	706
Continuation of trusteeship.....	25	4,486	13	2,809	8	911			4	706
Suspension of local union charter and/or local union officers.....	10	1,523	7	965	3	558				
General appeal clause only, which may be invoked in trusteeship cases.....	26	5,027	3	816	19	1,720	2	1,376	2	1,115
Appeal clauses not operative in trusteeship cases.....	6	1,027								

¹ Also includes other governing bodies of international unions.² Two constitutions provided for appeals to the international president and to the general executive board; 2 to the general executive board only;

and 2 provided for an appeal either to the general executive board and the convention, or to the membership by means of a referendum.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 8. PREVALENCE OF SELECTED DUE PROCESS PROVISIONS IN TRUSTEESHIP CLAUSES STIPULATED IN INTERNATIONAL UNION CONSTITUTIONS, 1959¹

Provision	Unions	Membership (thousands)
All unions with one or more trusteeship provisions.....	67	12,063
Hearing, automatic termination, and appeal.....	10	2,236
Automatic termination and appeal.....	1	13
Automatic termination only.....	1	10
Hearing and appeal.....	27	4,756
Hearing only.....	1	259
Appeal only.....	23	4,031
None of these provisions.....	4	756

¹ Includes constitutions in which at least one of the trusteeship provisions required a hearing before or after such disciplinary action was taken, and/or included an automatic termination date, and/or a specific or general appeal clause.

NOTE: Because of rounding, sums of individual items may not equal totals.

board and from there to the convention; where the general executive board exercised this power, the appeal went directly to the convention. Two unions, the Upholsterers' International Union of North America and the United Automobile, Aircraft & Agricultural Implement Workers of America, permitted an appeal to either the convention or to an outside agency, a so-called public review board; in four unions, the appeal procedure stopped at the general executive board; and in two unions, the matter could be decided by either the convention or a membership referendum. Six other constitutions contained limited appeal clauses which, it appeared, could not be invoked in trusteeship cases.

In 35 constitutions, the trusteeship provisions also set forth the appeal procedures which applied specifically to such cases. In 26 others, however, no specific appeals were included; rather, the appeal procedures in these unions were of a general nature, available to all aggrieved members, officers, or subordinate bodies without regard to the type of discipline involved.

Where the trusteeship followed the suspension of either a local union or any of its officers, it was

this issue which became the subject of appeal. In such proceedings, set forth in 10 constitutions, a decision by an appeal body to lift the suspension would also terminate the trusteeship. More frequently, however, the appeal was directly on whether to continue the trusteeship.

Union members are often required to exhaust all internal appeals before turning to the courts. In some unions, a member violating this requirement is subject to disciplinary action, including automatic expulsion.

The responsibilities of the trustee at the time his duties terminated and self-government was restored were discussed in only a few constitutions. Typically, this matter was dealt with in a short clause requiring the trustee to return all books, papers, and other property to the local union, to hold an election of officers, or to do both.

Combinations of Due-Process Provisions

The three principal due-process safeguards available to the local union in trusteeship situations—hearing, appeal, and automatic termination—appeared among the 67 constitutions in various combinations. Under a majority of constitutions, the local union was entitled to either a hearing and an appeal or to an appeal only (table 8). Of the 27 constitutions which provided for both hearing and appeal, only 5 required that such a hearing be held before establishing the trusteeship. All 3 safeguards could be utilized by local affiliates in 10 international unions; in 8 of these, however, the hearing was to take place after the trustee had already been appointed. Moreover, in several of these unions, the automatic termination date applied to some, but not all, of the possible trusteeships authorized. None of these procedural rights were found in the constitutions of 4 unions with a total membership of 750,000 members.

The Older Worker and Hiring Practices

MARGARET S. GORDON*

EDITOR'S NOTE.—*A second article will be published in a forthcoming issue of the Review which will deal with the retirement policies of the firms included in the survey by the Institute of Industrial Relations, University of California (Berkeley).*

THROUGHOUT THE LAST DECADE there has been widespread concern over the employment problems of older workers, but at no time has the concern been more evident than in 1958-59. Innumerable conferences have been held, State employment agencies have expanded their special placement services for older workers, and four additional States have joined the ranks of those with laws banning age discrimination in hiring.¹

In part, this heightened activity and concern have been related to the employment situation that developed in the aftermath of the 1957-58 recession. As business recovered from the recession, younger workers found jobs more easily than older workers, and unemployment rates tended to fall more sharply for those in most younger age groups than for men in their late fifties and sixties and women aged 35 to 65. After a setback in the early months of 1959, unemployment rates dropped sharply in the second quarter of the year, but remained relatively high, in comparison with prerecession levels, for men aged 65 to 69 and women aged 45 to 59. (See table 1.)

Meanwhile, among many of those interested in problems of older workers, there was continued apprehension over the implications of certain long-run trends. The number of older persons

in the population was increasing rapidly, but in a period of automation and other technological changes, many older jobseekers did not possess the particular types of skills and training that were in greatest demand in the labor market. During the last decade, and particularly in the last 3 or 4 years, the most rapid expansion of employment has been occurring in professional and technical occupations, which are especially inaccessible to an individual who does not have the appropriate education and training and in which the proportion of persons aged 45 and over is relatively low. (See table 2.) Meanwhile, the supply of younger workers is increasing, as the teenagers who were born in the high birth rate period of the early 1940's reach labor market age. This may well mean intensified difficulties for older jobseekers.

The Role of Management Policies

Even when the older jobseeker possesses appropriate occupational qualifications, however, he is likely to encounter the familiar phenomenon of upper age limits in hiring. Despite widespread efforts of both public and private agencies to break down barriers to the employment of older workers in recent years, there is little evidence that upper age limits in hiring are becoming less prevalent.

Although a good deal is known about the extent of age discrimination in hiring, the reasons for its tenacious persistence are still far from clear. It tends to prevail particularly in industrialized nations but is also found in the less industrialized countries.² In the United States, it has been a problem of very considerable dimensions for many decades.³ There is evidence that restrictions on the hiring of older workers tend to be relaxed in periods of serious manpower shortages

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¹ States enforcing such legislation include (with dates of enactment): Connecticut (1959), Massachusetts (1960), New York (1958), Oregon (1959), Pennsylvania (1955), Rhode Island (1956), and Wisconsin (1959). Louisiana has a statutory provision against age discrimination in hiring but no commission charged with enforcement, as in the other States. Colorado has a provision banning discharge of persons aged 18 to 60 on the ground of age.

² Albert J. Abrams, *Discrimination in Employment of Older Workers in Various Countries of the World*, in New York State Joint Legislative Committee on Problems of the Aging, *Age Is No Barrier*, 1962, pp. 69-85.

³ For an account of studies in the late 1920's and early 1930's, see Abraham Epstein, *Insecurity, A Challenge to America* (New York, Random House, 1938), pp. 493-500.

but are tightened as soon as more normal labor market conditions return and become even more rigid in periods of business recession. They are more restrictive in some labor market areas than in others, reflecting differences in unemployment rates, the occupational and industrial distribution of employment, and the age distribution of the population. Numerous studies have indicated that large firms are more likely to discriminate than small firms, that the extent of age discrimination in hiring varies by occupation and industry, and that these variations are related to the nature of the work and the conditions of employment.

Probably the largest scale study of the employment problems of older workers was that conducted by the Federal Bureau of Employment Security in seven labor market areas in 1956. It was found that 58 percent of the job orders filed with public employment offices in April 1956 specified upper age limits.⁴ In 20 percent of the orders, employers sought workers under 35 years of age; 41 percent called for persons under 45; while orders specifying ages under 55 accounted for 52 percent of all the job openings.

Some occupation groups were affected much more than others by the age limitations. In

order of the restrictiveness of upper age limits mentioned, the occupation groups could be arranged as follows: (1) clerical, (2) unskilled, (3) professional and managerial, (4) sales, (5) service, (6) semiskilled, and (7) skilled. The proportion of orders specifying applicants under 55, for example, varied from 28 percent for skilled jobs to 67 percent for clerical openings.

The frequency and restrictiveness of discriminatory job orders also varied widely by industry. In order of the restrictiveness of their age limitations, the industry groups were as follows: (1) finance, insurance, and real estate; (2) transportation, communication, and utilities; (3) wholesale and retail trade; (4) durable goods manufacturing; (5) nondurable goods manufacturing; (6) government; (7) construction; and (8) service.

The frequency with which upper age limitations were specified, moreover, varied consistently with size of firm—from 52 percent of the openings in the smallest firms (those with 1 to 7 employees) to 78 percent of those in the largest establishments (with 1,000 or more employees). However, openings in the largest firms were not as restrictive, in terms of the particular upper age limits specified, as were those in firms with 100 to 999 workers. Apparently the largest firms were more likely to set upper age limits at age 55, or occasionally some higher age, because of their reluctance to

⁴ Counseling and Placement Services for Older Workers, U.S. Bureau of Employment Security, BES No. E152 (1956), p. 28. A summary of this report appears in the January 1957 issue of the Monthly Labor Review, along with other articles on the subject of the older worker (pp. 15-36).

TABLE 1. PERCENT OF THE CIVILIAN LABOR FORCE UNEMPLOYED, SELECTED QUARTERS, 1957-59, AND AVERAGE DURATION OF UNEMPLOYMENT, 1958, BY AGE AND SEX, UNITED STATES

Sex and age	Percent of civilian labor force unemployed						Percent change from—		Average weeks of duration of unemployment, 1958
	2d quarter 1957	2d quarter 1958	3d quarter 1958	4th quarter 1958	1st quarter 1959	2d quarter 1959	2d quarter 1957 to 4th quarter 1958	2d quarter 1957 to 2d quarter 1959	
Men.....	4.0	7.4	6.5	5.7	7.0	4.8	42	30	14.7
14 to 17 years.....	11.8	15.8	12.7	12.5	14.2	14.5	6	23	9.7
18 to 24 years.....	9.4	15.1	13.2	11.2	13.6	9.5	19	1	12.6
25 to 34 years.....	3.0	7.3	6.0	5.1	6.7	4.1	70	37	14.4
35 to 44 years.....	2.4	5.3	4.8	3.3	5.2	3.1	38	29	
45 to 54 years.....	3.0	5.7	5.1	4.3	5.6	3.4	43	13	
55 to 59 years.....	3.4	6.2	4.8	6.3	5.7	3.9	85	15	17.0
60 to 64 years.....	3.4	5.1	5.2	5.7	5.6	4.1	68	21	
65 to 69 years.....	3.4	5.6	6.6	7.5	7.5	6.1	121	79	22.6
70 years and over.....	2.9	3.6	3.0	4.3	4.9	3.2	48	10	
Women.....	4.9	7.6	7.2	5.7	6.4	6.1	16	24	11.9
14 to 17 years.....	15.1	18.9	13.4	10.4	7.4	17.2	-31	14	6.8
18 to 24 years.....	7.7	11.8	10.8	8.5	10.4	10.3	10	84	10.0
25 to 34 years.....	3.4	7.8	7.9	6.3	7.0	5.2	17	-4	
35 to 44 years.....	3.7	6.5	6.1	5.2	6.1	4.7	41	27	12.7
45 to 54 years.....	2.5	5.6	5.1	4.2	4.5	4.5	68	80	
55 to 59 years.....	2.9	4.6	4.6	3.6	5.5	4.4	24	32	13.0
60 to 64 years.....	2.8	3.5	5.7	4.4	4.1	3.2	57	14	
65 to 69 years.....	3.6	4.7	4.7	3.3	3.4	3.2	-8	-11	
70 years and over.....	3.1	2.6	3.4	2.8	1.8	1.8	-10	-42	19.0

SOURCE: Quarterly unemployment rates computed from data in U.S. Bureau of the Census, Current Population Reports, Labor Force, Series

P-57, various issues; average weeks of duration of unemployment, from *ibid.*, Series P-50, No. 59, p. 50.

hire a worker who would be ineligible for a pension on retirement under the years-of-service requirements of their pension plans (which frequently limited eligibility to those who had been covered for at least 10 years).

The San Francisco Study

A number of important questions remain unanswered regarding the extent of age discrimination. Why is it that some firms discriminate and others do not, even within the same size-group and industry? Do these differences reflect chiefly variations in employer attitudes, or do more objective factors have an influence? What are the prospects for eliminating, or at least substantially modifying, age discrimination in hiring?

In seeking answers to some of these questions, reliance is placed primarily on the results of intensive interviews with representatives of 65 firms in the San Francisco area, made by the staff of the Institute of Industrial Relations, University of California (Berkeley). Although the original interviews were conducted chiefly in 1954 to 1956, some of the management representatives were reinterviewed and interviews were also conducted with representatives of 21 employment agencies in the area in the spring of 1959.⁵

The employer interviews were designed to shed light on management attitudes toward the employment of older workers, rather than to provide a basis for statistical analysis of employer practices, while the 1959 interviews with representa-

tives of employment agencies sought to determine whether age barriers to hiring in the area had been intensified or relaxed in the intervening years.⁶

The great majority of the firms in the Institute's sample of 65 companies in the San Francisco area reported that they had upper age limits in hiring, either through formal or rigid policies or through less formal practices under which workers above specified ages would rarely if ever be hired for most types of job openings. Other studies have also shown that the majority of firms in the area resist hiring older job applicants.⁷

There is little evidence of any appreciable change in employer hiring practices, as they related to the age of job applicants, in the area between 1954-56 and the spring of 1959. Management representatives who were reinterviewed indicated that their practices were much the same, while representatives of employment agencies

⁵ The author wishes to express her indebtedness to former members of the staff of the Institute who developed the plans for the 1954-56 survey and/or conducted many of the interviews. They include Curtis Aller, Melvin K. Bers, Warren Haynes, F. Theodore Malm, and Ann H. McCorry. Richard Hoes conducted the 1959 employment agency interviews.

⁶ Representatives of 17 of the largest private employment agencies in the area were interviewed, as well as the older worker specialists in the San Francisco and Oakland offices of the California Department of Employment and representatives of two San Francisco organizations specializing in the placement of older jobseekers.

⁷ The National Office Management Association reported in 1956 that 7 out of 10 firms in San Francisco would exclude a man or woman from office employment at the age of 50. See *Hiring Older Office Workers in San Francisco* (National Office Management Association, San Francisco Chapter, August 1958). In an earlier study conducted by the Institute of Industrial Relations, University of California (Berkeley), covering approximately 340 firms, it was found that more than three-fifths of the companies set upper age limits in hiring. See F. Theodore Malm, *Hiring Procedures and Selection Standards in the San Francisco Bay Area* (in *Industrial and Labor Relations Review*, Ithaca, N.Y., January 1955, pp. 231-252).

TABLE 2. EMPLOYED PERSONS BY MAJOR OCCUPATIONAL GROUP, SELECTED YEARS, 1950-59, AND PERCENT OF WORKERS AGED 45 AND OVER IN EACH GROUP, 1958, UNITED STATES

Major occupational group	Number of employed persons (in thousands)				Percentage distribution of employed persons				Percent aged 45 and over, annual average, 1958
	1950 (April)	1953 (April)	1956 (April)	1959 (April)	1950 (April)	1953 (April)	1956 (April)	1959 (April)	
All employed persons.....	58,668	61,228	63,990	65,012	100.0	100.0	100.0	100.0	39.1
Professional, technical, and kindred workers.....	4,457	5,372	6,053	7,196	7.6	8.8	9.5	11.1	35.5
Farmers and farm managers.....	4,596	3,710	3,882	3,128	7.8	6.1	6.1	4.8	62.5
Managers, officials, and proprietors, except farm....	6,379	6,118	6,295	6,878	10.9	10.0	9.8	10.6	54.0
Clerical and kindred workers.....	7,687	7,778	9,056	9,093	13.1	12.7	14.2	14.0	29.2
Sales workers.....	3,887	3,692	4,002	4,278	6.6	6.0	6.3	6.6	36.4
Craftsmen, foremen, and kindred workers.....	7,500	8,818	8,460	8,438	12.8	14.4	13.3	12.9	41.5
Operatives and kindred workers.....	11,980	12,586	12,861	11,586	20.3	21.0	20.1	17.9	33.4
Private household workers.....	1,923	1,906	2,142	2,283	3.3	3.1	3.3	3.5	45.6
Service workers, except private household.....	4,773	5,138	5,309	5,837	8.1	8.4	8.3	9.0	44.6
Farm laborers and foremen.....	2,424	2,120	2,381	2,467	4.1	3.5	3.7	3.8	29.6
Laborers, except farm and mine.....	3,142	3,600	3,520	3,826	5.4	6.0	5.5	5.9	35.4

Note: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Bureau of the Census, Current Population Reports, Labor Force, Series P-57, Nos. 94, 130, 166, and 202, and Series P-50, No. 89, p. 36.

likewise indicated that there had been little change.⁸

To the extent that the 1954-56 interviews by the Institute shed light on variations in hiring practices by occupation, industry, and size of firm, the results were highly consistent with those of the much more comprehensive Federal Bureau of Employment Security study. For this reason, that aspect of the San Francisco findings will not be reported in any detail in this article. The Institute's survey did, however, yield some additional insights into the reasons for variations in practices, which can best be discussed within the framework of an analysis of the policies of large and small firms.

Policies of Large Firms. Among the 35 firms with 300 or more employees in the sample, about three-fourths had 1,000 or more workers and a fourth had 5,000 or more. The companies were widely distributed industrially, and the great majority had their head offices in the San Francisco area. Their hiring policies, as they applied to age, ranged all the way from the formal specification of rigid upper age limits, sometimes varying among occupation groups, to an absence of age limitations in connection with most job openings in the firm. In the majority of cases, however, relatively informal upper age limits applied.

One of the factors that was associated with differences in policies was the age of the firm. The older the company, the more likely it was to enforce relatively rigid upper age limits. The presence of such a policy did not mean that the firms with rigid age limits had larger percentages of workers aged 45 and over than firms with more flexible policies. In fact, there was some tendency for the reverse to be true. The data suggest that the older firms were resisting the aging of their work forces through excluding older job applicants.

⁸ Nearly all the employment agency representatives commented that hiring specifications had been tightened appreciably during the 1957-58 recession. As employment recovered, there was a noticeable relaxation in specifications relating to female clerical workers because of the reappearance of a shortage of skilled clerical workers. However, the changes apparently applied chiefly to skill, rather than age, specifications. As for male jobs, the labor market was looser than it had been 2 or 3 years earlier, and many of the employment agencies indicated that it was even more difficult to place older men than it had been before the recession.

⁹ Clark Kerr, *The Balkanization of Labor Markets*, in E. Wight Bakke and others, *Labor Mobility and Economic Opportunity* (Cambridge, Mass., The Technology Press, 1964), pp. 92-110. Kerr's article is also available as Reprint No. 59, Berkeley, University of California, Institute of Industrial Relations.

The older firms were also more likely to have pension plans and, as was to be expected, upper age limits tended to be associated with the presence of a pension plan. However, age limits in hiring were even more decisively related to the firm's retirement policy. Virtually all the firms with rigid upper age limits in hiring had pension plans, all accompanied by compulsory retirement provisions. Most of the companies with less rigid age limitations in hiring had pension plans, but some of the plans were not accompanied by compulsory retirement provisions, and in fact, a majority of these firms did not have compulsory retirement. Some of the firms with no upper age limits in hiring had pension plans, but almost none had compulsory retirement.

There was also an association between hiring policies and the stability of employment in the firm. Although this factor was obviously related to interindustry variations in hiring policies, it cut across industry lines to some extent and helped to explain variations in hiring policies within broad industry groups. Most of the large firms with no upper age limits in hiring were in manufacturing, and the rest were in construction, transportation (trucking), or service. But almost without exception, employment in such firms was subject to pronounced seasonal variations or was characterized by substantial cyclical or irregular fluctuations. Most of the firms with relatively informal upper age limits also indicated that their employment was affected to some extent by seasonal or other types of fluctuations, while a few of these companies (including one in the electronics industry) were experiencing phenomenally rapid growth. By contrast, most of the firms with rigid upper age limits reported their employment as comparatively stable, and a few of these firms were in industries characterized by a downward secular trend in employment.

Another factor of considerable importance in explaining differences in hiring policies was the degree of union control over hiring. This was clearly related, also, to the factor just discussed—the stability of employment in the firm. As Clark Kerr and others have pointed out, union policies may aim at protecting the job security of the union member within a particular firm or his right to work at his occupation even though he may shift from job to job.⁹ It is in industries that are characterized by short-term or casual employment

relationships—construction, maritime, longshoring, local trucking, and the like—that unions are particularly likely to seek control over the hiring process in order to reserve the available jobs for union members, frequently on some type of rotation principle.¹⁰ Where there are pronounced seasonal variations in employment, as in the canning industry, union contracts provide that seasonal workers are to be hired on the basis of a seniority list until it is exhausted.

The San Francisco study indicated that unions had virtually no influence on the hiring process in the large firms with rigid upper age limits on hiring. A few of these firms—in finance, insurance, and real estate—had little or no union representation among their employees, but in most of the companies, manual workers were unionized, and in several cases, rigid seniority provisions applied to layoffs, promotions, and work assignments. Among the firms with less formal age limits, there were relatively more cases in which the firm indicated that certain types of manual workers were hired through the union, although only a very small minority of these firms reported that unions had substantial influence on the selection of employees. Some of the interviewees said that they usually contacted the union when in need of manual workers, but turned to other sources if the union could not supply anyone, or exercised considerable power of selection among persons referred by the union. In the firms with no upper age limits on hiring, unions had substantial influence on the hiring process in about half of the cases and were contacted in all the others.

These relationships do not necessarily suggest that employment opportunities for older workers are generally most favorable where unions exercise considerable control over the hiring process. Union controls tend to protect the job rights of the older union member, but the older worker who does not belong to a union is barred from entry into a substantial number of unions through rigid, and very low, age limits on admission into apprenticeship programs.¹¹ In other cases, nonmembers of all ages are barred from entry through such devices as classified registration lists that are only occasionally expanded to admit new members, as in West Coast longshoring. This does not mean, however, that older workers have no chance of getting into any of the unions that exercise substantial control over hiring. Their

opportunities are likely to be best where the work is relatively unskilled and employment is expanding.

Despite the close relationship between hiring policies and the presence of a pension plan, the influence of the pension plan was not the most frequently cited reason for upper age limits on hiring in the large firm. Emphasis on a policy of promotion from within figured most prominently in explanations of their hiring policies, while the influence of the pension plan was a close second. Usually associated with the emphasis on promotion policies were references to the advantages of selecting young persons for training programs, spreading the costs of training over a long period of service with the firm, and developing a corps of employees who had longstanding familiarity with the firm's operations and policies.

A good many interviewees mentioned more than one reason for barring older job applicants. In order of frequency with which they were mentioned, the reasons cited were as follows (with selected illustrative comments):

1. *Emphasis on promotion from within and training programs.*

- Transportation, communication, and utilities. "There are certain realities that can't be overlooked. Morale in the firm depends on promoting from within."

- Retail trade. "We want to promote from within all the way up the line. There is no substitute for training obtained by actually working at all levels of the organization."

- Food products manufacturer. "In line with our policy of promotion from within, we must hire at the lower or lowest pay scale, but this is below the minimum that many older, experienced jobseekers will accept."

2. *The influence of pension plans.*

- Transportation, communication, and utilities. "The pension plan provides that there shall be a maximum hiring age of 45, and no exceptions may be made without the express permission of the president."

- Food products manufacturer. "Pensions are more expensive when employees are hired too near the normal retirement age."

¹⁰ On special practices designed to ensure access of older union members to jobs, see Melvin K. Bers, *Union Policy and the Older Worker* (Berkeley, University of California, Institute of Industrial Relations, 1957).

¹¹ *Ibid.*

3. Generalizations about characteristics of older versus younger workers.

- Transportation, communication, and utilities. "In this business, familiarity breeds contempt. Many jobs are not well supervised and carefully done by older people."

- Finance, insurance, and real estate. "An organization built around younger employees is more aggressive."

- Food products manufacturer. "Older workers have no potential, and if a man is any good he won't accept a junior job at age 35."

4. Statements emphasizing the nature of the work.

- Transportation, communication, and utilities—airline. "The company has maximum hiring ages that differ for the various positions; stewardesses, 27; stewards, 35; copilots, 27; flight engineers, 31; and ground personnel, 55. Occasionally there may be minor exceptions. A copilot aged 28 might be hired, but certainly not one aged 40. A pilot recommending that would have to have his head examined."

- Chemical products manufacturer. "Our general upper age limits of 60 for men and 55 for women are related to the years-of-service requirements of the pension plan, but we prefer to hire workers below certain lower limits (women on fast-moving production lines, under 35; laborers, under 40; and for skilled machinists, only the general limit) because of the requirements of the particular jobs."

5. The influence of seniority systems.

- Furniture manufacturer. "The union places great emphasis on seniority. With employment unstable, the work force is constantly shifted around, and an older worker may get an unsuitable assignment, involving heavy lifting, for example."

6. Other.

- Retail trade. "The company is following the practices of other firms. If we opened our doors to older workers we would get a lot of people others won't hire."

Although reference to the influence of a pension plan ranked second in frequency among the reasons mentioned, there were an appreciable number of firms whose representatives specifically commented that the pension plan had no influence on the company's policy of barring older job applicants, or if it did, that it was a consideration of relatively minor importance.

Policies of Small Firms. Among the 30 small firms in the sample, the majority were in manufacturing, while the remaining firms were in construction, trade, or transportation. Their hiring policies, as they applied to the majority of their job openings, varied in much the same way as did those of the large firms, but upper age limits were less likely to apply to all job openings regardless of occupational category.

Only a negligible proportion of these smaller firms had pension plans or compulsory retirement provisions. Furthermore, unlike the situation with the large firms, there was no relationship between the age of the firm and its hiring policies. Stability of employment and union control over hiring were somewhat related to hiring policies, but not as clearly as in the large firms, perhaps because the sample of small firms was less broadly representative of various industry groups.

One of the most striking differences between the policies of the large and small firms related to the hiring of clerical workers. A substantial proportion of the small firms indicated that they would not bar older women from clerical openings, and in a number of cases, an active preference for mature or older women was expressed.

This difference in attitude is not difficult to explain. Many of the small firms employed very few clerical workers, and they were undoubtedly expected to assume more varied responsibilities than the beginning clerical worker in the large firm. Thus maturity, stability, and good judgment were sought among applicants for clerical jobs. In the large firm, on the other hand, these qualities were given less weight in connection with the routine assignments of beginning clerical workers. Though high turnover among young clerical workers was doubtless recognized as costly in the large firms, they apparently considered these costs to be more than offset by savings associated with the fact that the typical young clerical worker was likely to resign before she advanced much beyond the entry rate or became entitled to "fringe" benefits.

The small firms also differed from the large firms in the relative frequency with which various explanations of upper age limits were mentioned. With few promotional opportunities and no pension plan in the typical small firm, there was little reason for its representative to mention either of these factors. In order of frequency, their ex-

planations were as follows, with a few illustrative comments:

1. *Generalizations about characteristics of older versus younger workers.*

- Construction—paving contractor. "Laborers begin to slow up after 40. This does not apply to equipment operators, however."

- Metal products manufacturer. "Our experience in the shop has been that as our men grow older they become less active and have more layoffs and ill health than they had earlier in life."

2. *Statements emphasizing the nature of the work.*

- Retail trade—vending machine merchandizer. "We would not hire an older man as a routeman, because a routeman gets in and out of a car 35 to 40 times a day and has much to contend with. We also prefer younger men for repair work, because they have to lift heavy machines and move them around."

3. *Emphasis on promotion from within and training programs.*

4. *Costs of insurance.*

- Metal products manufacturer. "Older people dip into the hospitalization fund."

5. *Anticipation of pension demands.*

- Metal products manufacturer. "We want to lower our age limit because of expected pension demands."

Older Workers With Declining Efficiency. In most of the firms in the sample, individual older workers with diminished physical capabilities were assigned to lighter work. However, there was a great variation in policies relating to wage adjustment in such cases. About half of these firms adjusted the worker's wage downward if the pay rate on the new assignment was lower, while the others maintained the same rate of pay for the reassigned worker. In most of the latter cases, the firm reported substantial union resistance to any downward adjustments.

Rigid seniority systems were reported to prevent reassignments in several firms. Some of the smaller firms had had little experience with problems of failing capabilities, while others indicated that a major difficulty was the scarcity of suitable assignments at lighter work. A few firms, chiefly

small, indicated that the individual's employment would be terminated, usually with a modest severance payment.

A selection of comments from the interviews will shed more light on variations in approaches to this problem:

- Metal products manufacturer—small. "We have only one employee we would consider old. It's unusual to see a welder over 50. I'm not sure what kinds of jobs they go to after that, but every welder is concerned about his lungs and eyes. They try to get out of the job as soon as possible."

- Construction—plumbing contractor—small. "No adjustments are possible, because once a man is a journeyman he always gets paid the same rate regardless of what he does."

- Transportation, communication, and utilities—large. "Under our seniority system, about all we can do for a person who has worked with us for any length of time is to hold him out of service. Moreover, the union contract provides that employees temporarily assigned to lower rated positions shall not have their rates reduced."

- Metal products manufacturer—small. "We would fire a man first before shifting him to a lighter or less skilled job with the same wage rate, and certainly I wouldn't shift him to a job with a lower rate. If I pulled the man's wages down I wouldn't get a thing out of him. A couple of times when we have fired someone we've had objections from the union, but they're not so interested now."

- Metal products manufacturer—large. "Every situation is considered on an individual basis, and decisions go up to the vice president in charge of the plant. We try to adjust in every case—have even worked for months on problems of alcoholism. However, we will not keep a man on the same job with a rate adjustment."

- Oil company—large. "Our labor contracts all have provision for displacement of men with lower seniority by men who must be moved to lighter jobs because of 'advancing age and physical infirmity.' All possibilities of remedial placement and all other benefits have to be exhausted before a person may be considered for retirement due to permanent and total disability. Arbitration cases have arisen over discharge of men with less than 10 years' service."

● Retail trade—large. "Our policy is to shift to lighter jobs at lower rates. The union will usually agree to such a shift. If the individual is over 55, early retirement on a pension will be considered."

Conclusions

In discussions of the employment problems of older workers, it is not infrequently contended that upper age limits in hiring are largely based on prejudice and that management needs to be educated to a more enlightened view. The results of the San Francisco study suggest that this is an oversimplification of the problem. Although prejudice clearly plays a role, not only when given overt expression but probably also in some cases in which the interviewee is too sophisticated to reveal a prejudiced attitude, there are other more objective factors that influence hiring policies.

Particularly in the large firm, the very personnel policies that are aimed at rewarding the long-service worker—hiring at entry rates, orderly wage and salary increases within a classified structure, and protection of promotional channels—frequently militate against hiring an experienced older person. If, in addition, there is union pressure for a relatively strict seniority system, the difficulty in finding suitable assignments for experienced older jobseekers is likely to be enhanced.

Whether and to what extent a firm can be persuaded to modify its hiring policies to create more opportunities for older job applicants will depend in part on the rate at which employment in the firm is expanding. A firm that has long since passed its peak rate of growth is likely to have substantial numbers of older people in positions of responsibility and to view age limits in hiring and compulsory retirement as methods of resisting the aging of its work force and facilitating the introduction of "young blood" into the firm. This attitude tends to be reinforced if the occupational structure of the firm is such that it is difficult

to find suitable assignments for older workers, who, for one reason or another, need to be shifted to lighter or less demanding work. At the opposite extreme are young, rapidly growing firms, or firms that do much of their hiring on a short-term, casual, or seasonal basis.

Even so, it must be recognized that management's response to its particular employment situation will depend to some extent on attitudinal factors. Undoubtedly, there is a predilection within management in some firms for simple, clear-cut rules that can be easily administered, and this probably helps to explain the association between rigid hiring and rigid retirement policies.

The findings of the San Francisco study suggest that efforts to expand employment opportunities for older workers must take a variety of forms. Undoubtedly many employers need to become better acquainted with the results of research on the relationship between job performance and age.¹² The facts relating to pension costs and the older worker under various types of plans also need to be publicized.¹³ But employers also need to explore possibilities of introducing greater flexibility into various aspects of personnel policy that impinge on job opportunities for older workers. Furthermore, management, labor, and other groups concerned with the problem need to consider ways and means of facilitating shifts of older workers out of occupations that have become unsuitable for them and of easing the transition for those who are forced out by technological changes, plant relocations, mergers, and other developments.

A discussion of specific measures that might be considered by such groups is beyond the scope of the present article. But it is appropriate to stress the point that success is not likely to be achieved by focussing attention on hiring policies alone. The problem of breaking down the barriers to the employment of older jobseekers is inseparably linked with the problem of effective utilization of the older worker on the job and with the complex issue of retirement policy. Although various aspects of the problem can be considered separately for purposes of analysis, their interrelations must be kept in mind in any consideration of policy issues.

¹² See, particularly, Alan T. Welford, *Ageing and Human Skill* (London, Oxford University Press, 1953), and *Job Performance and Age, A Study in Measurement*, U.S. Bureau of Labor Statistics, Bull. 1203 (1956), and *Monthly Labor Review*, January 1956, pp. 1410-1414.

¹³ See *Pension Costs in Relation to the Hiring of Older Workers, 1956*, U.S. Bureau of Employment Security, BES No. E150 (1956).

The Third Biennial Convention of the AFL-CIO

JOSEPH W. BLOCH*

THE THIRD BIENNIAL CONVENTION of the American Federation of Labor and Congress of Industrial Organizations, meeting in San Francisco, Calif., for 5 days beginning on September 17, 1959, revealed a labor movement very much on the defensive. When the convention opened, the steel strike was in its 10th week, with no settlement in sight. The Labor-Management Reporting and Disclosure Act of 1959, which the federation had strongly opposed, had just been enacted. Organizing was at a virtual standstill. These and other events were linked together and attributed to an antilabor drive. The charge that "big business" was conspiring to weaken and destroy the labor movement was a recurring and, perhaps, dominant theme of this convention.

The convention marshalled encouragement and financial support for the striking Steelworkers, renewed the federation's political education activities with the possibility of a new emphasis on nonpartisanship, and took several steps to consolidate ranks and eliminate disputes among affiliated unions. A large number of resolutions were acted upon, ranging over a full field of domestic and foreign affairs, State and Federal legislation and agencies, collective bargaining, civil rights, and internal problems.

The Steel Strike

Although it is usual for a federation convention to note and offer resolutions of support on the major strikes then in effect, the steel strike, be-

cause of its magnitude, its duration, and the significance attached to it by the AFL-CIO as one aspect of an antilabor "conspiracy," naturally received an extraordinary amount of attention. AFL-CIO President George Meany referred at length to it in his opening address; President David J. McDonald and Secretary-Treasurer I. W. Abel of the Steelworkers spoke at length to the convention (the former by telephone); AFL-CIO Vice President Walter Reuther based his major address to the convention on this subject; and the annual meeting of the federation's General Board,¹ scheduled for the second morning of the convention, was devoted to developing support for the Steelworkers. Not unexpectedly, Secretary of Labor James P. Mitchell's explanation of his position on Government intervention, on the invocation of a Taft-Hartley injunction should national health and safety be affected, and on the weaknesses of this procedure, given as part of his address to the convention on its second afternoon, was coldly received.

The convention's resolution in support of the Steelworkers called upon the President of the United States "to convene a White House meeting of responsible representatives of the parties and to use his high office and powers of persuasion to bring about a negotiated settlement. If this fails, we call upon the President promptly to appoint a public factfinding board of outstanding citizens to analyze and evaluate the issues in dispute and make recommendations which will form the basis for a fair and equitable settlement by the parties." Objection to the use of 80-day injunctive procedures under the Taft-Hartley Act was elsewhere expressed.

The General Board recommended the establishment within the AFL-CIO of a Steelworkers' Defense Fund, to be raised by soliciting from each national and international union a sum equal to 1 hour's wages for each member for each month that the strike lasts. Unexpended funds would be used for similar situations. The board also recommended the establishment of citizens' committees and a wide public information program. Various substantial donations to the Steelworkers

*Of the Division of Wages and Industrial Relations, Bureau of Labor Statistics.

¹ Comprising the federation's Executive Council and the presidents of all affiliated international unions.

were announced by individual international unions and the Industrial Union Department of the AFL-CIO during the convention.

Labor-Management Reporting and Disclosure Act

A supplement to the lengthy report of the AFL-CIO Executive Council characterized this act as the labor movement's "most severe setback in more than a decade." The report reviewed the legislative background of the act and prefaced a detailed analysis of its provisions with this warning to affiliates. "This analysis is an early attempt to assist the affiliates of the AFL-CIO in reaching some fundamental understanding of a very comprehensive and detailed law. It has been prepared without the benefit of the clarification that will come only with adjudication and administration. It is, therefore, not meant to be conclusive and is presented as the best judgment of the legal staff of the AFL-CIO at this early stage of the act's existence."

Several speakers condemned the act in its entirety, as did the convention resolution dealing specifically with the act, but the resolution also stated: "This law contains a few corrective features—provisions which are genuinely designed to expose corruption and safeguard union democracy. We supported the principle of these provisions because action to curb corruption was necessary." The resolution pledged obedience to the act, and executive officers of the federation were directed "to make available to all of the affiliated unions of the AFL-CIO such assistance and guidance as they need to help them achieve compliance with the new act." The resolution declared that relief from "all laws which hamstring and hamper the growth of the American labor movement" would be sought through the election to office of candidates "of liberal and progressive mind, regardless of party label."

Thus, the federation's response to the "most severe setback in more than a decade" which came on the heels of apparent success in the 1958 elections was a call for more and more political activity. The resolution on political education was general in nature, restating the traditional position of nonpartisanship, as in the 1957 convention, but it contained this warning: "Politicians might well give heed to the fact that trade union support should never be taken for granted."

International Trade

International affairs share the spotlight with domestic affairs at AFL-CIO conventions, with numerous speakers and visitors from abroad, resolutions on a wide variety of issues, and a special emphasis lent by President George Meany. The presence in San Francisco during this convention of Nikita S. Khrushchev, Chairman of the Council of Ministers of the U.S.S.R., was of course noted. He received no welcome from Mr. Meany.²

A new interest in the position of the AFL-CIO on international trade matters was in evidence at this convention. The resolution on international trade reaffirmed the federation's support of the reciprocal trade agreements program, but with "whatever modification may be necessary in the basic legislation or in its administration to assure maximum benefits and minimum injury to workers in the United States as well as in other nations of the Free World." The AFL-CIO again urged incorporation of the principle of fair labor standards in international trade, adding "... we recognize that the level of wages that can be paid in exporting countries will necessarily be limited by the degree of their economic development and the productivity of their industries. But we insist on adherence to the principle that the wages and working conditions in the exporting countries increasingly reflect the productivity and technological advances of the industry and the national economy."

The resolution called for assistance to workers, firms, and communities adversely affected by increased imports. It went on to propose adoption of "... Government policies to assure that no American industry shall be subject to the unfair competition resulting from the American Government's selling raw materials, such as cotton, to foreign users, at a price below what the United States domestic user must pay."

Protests that the federation's stand did not provide sufficient protection were offered from the floor by delegates from the Potters and the Shoe Workers unions. President Meany, in response to these protests, remarked, "This ... is a very difficult subject. The committee, I

² Several vice presidents of the federation did meet with Mr. Khrushchev in a dinner debate, but it was not an affair sponsored by the convention. They were James B. Carey, Joseph Curran, Karl F. Feller, O. A. Knight, Paul L. Phillips, Walter P. Reuther, and Emil Rieve.

think, has analyzed every phase of it. I am informed by the Clothing Workers that they feel it is a reasonable program. As you know, for many years the AFL and the CIO separately supported reciprocal trade programs and, of course, we do have these problems of individual trade. However, this has been the subject of long, long hours of discussion in the Economic Policy Committee . . . and in the resolutions committee, and it seems to be an approach—it may not be drastic enough for all organizations—but it seems to be an approach that is consistent with the trade union stand in regard to trading with other free nations of the world, and at the same time trying to protect our own people.”

Internal Problems

While AFL-CIO policy statements on the most critical issues facing the labor movement, the United States, and the Free World were accepted by convention delegates with little or no discussion and with scarcely a show of differences of opinion, the convention became alive when matters directly affecting the affiliated unions came to the floor. While tempers flared at times in debate, the convention proceedings revealed no signs of disintegration in the federation. On the contrary, the steps taken toward consolidation, the development of a new approach to jurisdictional disputes which will be put into effect later, the evidence of amity where sharp rivalry had previously held forth, and the financial support offered to the Steelworkers from unexpected quarters, reflected more unity in the federation than had existed before. The first job of the federation, President Meany emphasized, was to unify ranks to meet existing and future problems. If these appearances of unity are not entirely superficial, then adversity would seem to have had some rewards.

Jurisdictional Disputes. In August 1959, the AFL-CIO Executive Council appointed a special committee³ to recommend procedures for quick and binding settlements of disputes between affiliates in the following troublesome areas: (1) the no-raiding clause in the constitution, (2) the agreement between the Industrial Union Department and the Building Trades Department, (3) the dispute between the Metal Trades Department and the Industrial Union Department, (4) the

matter of boycotts, (5) the transfer of directly affiliated locals to international unions, (6) organizing ethics in competitive organizing campaigns, and (7) anticontracting out provisions in collective bargaining agreements. The committee was unable to complete this task in the short time available, but it made some suggestions in its report to the council, the substance of which was embodied in a resolution approved by the convention:

Be it resolved that the report of the Special Committee of the Executive Council on Union Disputes be approved and that the Executive Council be directed to develop, through this Special Committee, a detailed plan of procedure for the settlement of disputes between affiliates, of the nature indicated in this report, embodying final and binding arbitration as the terminal point in the settlement of such disputes, it being understood however that such arbitration shall be limited to the settlement of disputes only and shall not include the determination of the work or trade jurisdictions of affiliates, and

Be it further resolved that the Executive Council be further directed, upon its approval of such a plan, to call a special convention and to submit such plan, together with such constitutional amendments as may be necessary to make it effective, to this special convention for such action as the special convention, by appropriate vote pursuant to constitutional provisions, may determine.

As committee member Hayes reminded the delegates, a dispute-settlement plan that provided for final and binding arbitration might face traditional objections among affiliates, but no practical alternative was available. A delegate from the International Typographical Union, the only delegate to speak on the resolution from the floor, restated that union's historic position toward directives from the federation and served notice that his union would not be bound by any proposition that would "interfere with our jurisdictional position in the printing industry."

Other progress in eliminating interunion rivalries was reported to the convention. Ending many years of conflict, the AFL-CIO Maritime Committee, of which Joseph Curran (Maritime Union) was chairman, and the Maritime Trades Department, of which Paul Hall (Seafarers) was president, agreed to a merger through which the Maritime Committee would become part of a Seafarers

³ Composed of President A. J. Hayes of the Machinists, Walter P. Reuther, president of the Industrial Union Department, President Joseph A. Beirne of the Communications Workers, Joseph D. Keenan, secretary of the International Brotherhood of Electrical Workers, and William F. Schnitzler, secretary-treasurer of the AFL-CIO.

Section of the Maritime Trades Department. In the air transport industry, six unions (Machinists, Transport Workers, Pilots, Flight Engineers, Railway Clerks, and Air Line Dispatchers) announced a decision to create a coordinating committee, with five areas of immediate concern: (1) hours and employment problems created by the introduction of jet aircraft, (2) the rapid expansion of air freight, (3) the air carriers' mutual aid pact, (4) the Labor-Management Reporting and Disclosure Act, and (5) problems of airline safety.

State and Local Bodies. Substantial progress in the merger of old AFL and CIO State and local bodies was reported to the convention. Several resolutions were offered by delegates from these bodies calling for mandatory affiliation of all local unions with appropriate city and State councils or federations. This proposal was rejected by the convention committee on the constitution in favor of continuing and urging voluntary participation. In the course of extended debate, President Meany explained that a requirement for mandatory affiliation would change the entire structure of the AFL-CIO, investing complete central control of all affiliates in headquarters of the federation. The committee's recommendation to reject the proposal was adopted by the convention.

Readmission of the ILA. The International Longshoremen's Association, which had been expelled by the AFL on charges of corrupt domination in 1953, on January 8, 1959, made a formal application for affiliation with the AFL-CIO. A special committee of the Executive Council was appointed to investigate the present condition of the ILA and to make recommendations. The committee found that changes on the New York waterfront and in the ILA in the 6 years since expulsion "indicated that the ILA had awakened from its early indifference to its trade union responsibilities and had moved steadily toward compliance with the standards demanded of it by the AFL in its 1953 directives." A resolution accepted by the convention authorized the Executive Council, in its discretion, to issue a certificate of affiliation to the ILA, subject to certain conditions adopted by the council.

In brief, these conditions were: (1) a satisfactory arrangement between the ILA and the AFL-

CIO's International Brotherhood of Longshoremen; (2) between the date of affiliation and the 1961 convention of the AFL-CIO, the president of the AFL-CIO may require the ILA to keep him fully informed on the conduct of its affairs and may issue directives and recommendations to effect full compliance with the principles and standards of the AFL-CIO; and (3) the Executive Council may suspend or expel the ILA if it fails to comply with AFL-CIO directives.

Racial Discrimination. On the question of affiliation of the ILA, and in connection with two other resolutions before the convention, the issue of discrimination against Negroes within the labor movement was raised by AFL-CIO Vice President A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters. Interchanges between Mr. Randolph and Mr. Meany became heated at times and therefore attracted more than the usual press attention. It might be appropriate, therefore, to identify these situations, without attempting in this brief article to reproduce any documentation.

1. Mr. Randolph charged the ILA with discriminatory practices directed against Negroes and Puerto Ricans and contended that elimination of these practices should be a condition for affiliation. In response, Mr. Meany berated Mr. Randolph for failing to take his complaint and information to the Executive Council committee during its 8 months of investigation, and promised that, since the ILA would come in with the obligations of other member organizations, the Executive Council would look into these charges.

2. Mr. Randolph introduced a resolution calling for the expulsion of the Brotherhood of Locomotive Firemen and Enginemen and the Brotherhood of Railroad Trainmen unless the color bar was removed from their constitutions within 6 months. The committee on resolutions modified the resolution to authorize the Executive Council to seek compliance on the part of the two unions with the civil rights policy of the AFL-CIO at the earliest possible date, omitting the time limit and threat of expulsion. Mr. Randolph protested at length. Mr. Meany defended the approach offered by the revised resolution as the most practicable method.

3. Mr. Randolph introduced another resolution condemning racially segregated locals and calling

for their liquidation. The committee on resolutions recommended deleting the word "liquidation," but preserving the call for the elimination of racially segregated locals as AFL-CIO policy. This, Mr. Meany explained, would not force international unions, despite their constitutions, to expel from membership locals that have "every legal right to membership," i.e., Negro locals. Mr. Randolph protested, to no avail, the elimination of the mandatory aspect of the resolution he presented.

Other Matters. For the fiscal year ending June 30, 1959, the federation's financial report showed an excess of expenditures over income of approximately \$182,000. The only revenue resolution brought up at the convention was one raising the monthly per capita tax of directly affiliated locals (Federal Labor Unions and Local Industrial Unions) from \$1.00 to \$1.50. This change, bitterly opposed by some delegates from affiliated locals, should produce about \$600,000 a year, on the basis of current membership reports. The increase was justified on the ground that locals

affiliated with national unions pay a per capita of that amount or more. It was also suggested that the directly affiliated locals might reexamine their independent status with the loss of a dues advantage.

In another action, the convention fixed the salaries of the AFL-CIO president and secretary-treasurer at \$45,000 and \$43,000, respectively, representing increases of \$10,000 a year.

All of the federation's officers were reelected by acclamation. They are: President George Meany, Secretary-Treasurer William F. Schnitzler, and the following vice presidents and members of the Executive Council: Walter P. Reuther, George M. Harrison, Harry C. Bates, William C. Birthright, James B. Carey, William C. Doherty, David Dubinsky, Charles J. MacGowan, David J. McDonald, Emil Rieve, William L. McFetridge, L. M. Raftery, Joseph Curran, M. A. Hutcheson, A. J. Hayes, Joseph D. Keenan, L. S. Buckmaster, Jacob S. Potofsky, A. Philip Randolph, Richard F. Walsh, Lee W. Minton, Joseph A. Beirne, James A. Suffridge, O. A. Knight, Karl F. Feller, Paul L. Phillips, and Peter T. Schoemann.

Arbitration is by no means a new idea. The ancient Greeks used it in their political affairs. In 451 B.C., for instance, Athens and Sparta agreed to submit unresolved disputes to arbitration. When the Peloponnesian War was threatened, Athens invoked the agreement and asked Sparta to submit the dispute to an arbitrator. But the Spartans refused, and the disastrous war ensued. It is interesting to speculate on the course of western civilization if the war never had occurred . . .

—Paul L. Kleinsorge, Professor of Economics, University of Oregon, *Patterns and Problems in Labor Arbitration* (presidential address before the 34th Annual Conference of the Western Economic Association, Santa Barbara, Calif., September 2-4, 1959, pp. 1-2).

Summaries of Studies and Reports

Chronic Labor Surplus Areas: Characteristics and Trends

HIGH UNEMPLOYMENT has been a relatively persistent problem in some areas of the country during both prosperous periods as well as in times of economic downturn. A review of the 43 major areas and 143 smaller centers in continental United States officially classified by the Bureau of Employment Security as "areas of substantial labor surplus" in July 1959 indicates that 17 of the major areas, and 53 smaller centers, had unemployment rates 50 percent or more above the national average for at least 4 of the past 5 years. On the average, approximately 1 in every 10 workers in these areas with chronic labor surpluses was unemployed in May 1959. This was about double the unemployment rate for the Nation as a whole.¹

The 70 major and smaller chronic labor surplus areas² together accounted for about 490,000 unemployed workers—almost 15 percent of the nationwide total as of May 1959. Most of the areas are located in States in the northeastern section of the country. However, at least one major or smaller area³ with chronic unemployment has been identified in each of 22 States. The 17 major mainland⁴ chronic areas are concentrated in eight States. Pennsylvania has five of these areas and Massachusetts has four.

Higher-than-average unemployment rates in these chronic areas are traceable to a variety of factors. Among these are the shutdown of obsolete or economically unprofitable plants; the transfer of important local industries to other areas; changes in consumer demand, in production technology, or in the competitive market position of certain products; depletion or exhaustion of natural resources; and lack of adequate industrialization. Local employment cutbacks arising out of these developments were particularly severe in coal mining, textile, and some automobile centers. As a result of these job losses, aggregate nonfarm

employment in the 17 chronic areas in May 1959 was almost 5 percent below the level of May 1950. During this same period, nonfarm employment in the country as a whole increased by more than 18 percent.

The chronic labor surplus areas, as a group, also fared worse than the Nation generally during the recession of 1957–58, and they have not improved as much as the rest of the country during the recovery period.

The number of labor surplus areas cannot be explained solely by recession problems—although there are customarily more such areas during periods of economic downturn, and less as recovery progresses. Local pockets of high unemployment exist even when employment and business activity are expanding in most sections of the

¹ This article is adapted from *Chronic Labor Surplus Areas: Experience and Outlook*, Bureau of Employment Security, BES No. R-182 (1959). In addition, the report reviews the employment and unemployment outlook in all of the major areas listed by the BES in July 1959 in the substantial labor surplus category.

Data for this study were drawn primarily from bimonthly reports prepared by State employment security agencies as part of the regular area labor market reporting programs of the BES and the State employment security agencies. At the time the report was prepared, information was available through May 1959. The May 1959 data throughout the report are preliminary.

Area employment statistics for May 1959 and May 1958 were reported by the State agencies on the basis of the revised (1957) edition of the Standard Industrial Classification Manual published by the Bureau of the Budget. To facilitate comparisons between May 1950 and more recent periods: (1) May 1950 data were adjusted to the new SIC codes on the basis of statewide code conversion factors developed from a study of the effects of changes in coding on industry employment totals in each State; these data are subject to further revision when area-by-area data on the effects of code changes become available. (2) Employment data for electrical and nonelectrical machinery and for service and government were combined into single industry groups to permit comparisons of 1950 and 1959 figures after coding changes. (3) Data were adjusted to include persons involved in labor-management disputes.

² "Major areas" are the 149 areas included in the Bureau of Employment Security's regular area labor market reporting and classification program. Most of these areas have a central city with a 1950 population of at least 50,000. "Smaller areas" are areas with a labor force of 15,000 or more, officially classified by the Bureau as "areas of substantial labor surplus." Areas with a labor force of less than 15,000 are not covered by the classification program, but may be eligible for Federal assistance under various legislative proposals.

³ Developments in the smaller areas are not covered in the present study. These smaller areas of persistent unemployment were located as follows: Alabama (2 areas), Connecticut (2), Illinois (3), Indiana (2), Kansas (1), Kentucky (9), Maine (1), Maryland (1), Massachusetts (1), Michigan (4), Montana (1), New Jersey (2), New York (2), North Carolina (2), Oklahoma (1), Pennsylvania (6), Tennessee (1), Texas (1), Virginia (1), Washington (2), and West Virginia (6).

⁴ Three major labor surplus areas in Puerto Rico—San Juan, Mayagüez, and Ponce—are not included in this study.

country. In May 1957, for example, before the recent recession began, a total of 21 major areas and 59 smaller centers were included in the U.S. Department of Labor's substantial labor surplus area listing.

Labor Market Characteristics

Approximately two and one-third million (2,310,000) nonfarm wage and salary workers—equivalent to almost one-twentieth of the country's total nonfarm work force—were employed in the 17 major chronic labor surplus areas in May 1959. Two areas—Detroit and Providence—made up a substantial proportion of this total. The Detroit area alone, with 1,156,700 nonfarm wage and salary workers in May, accounted for about half of the chronic area total, while another one-eighth (276,100 workers) were employed in the Providence area. Only 1 of the other 15 areas had as many as 100,000 nonfarm wage and salary workers (Wilkes-Barre-Hazleton, Pa., with 101,100). (See table 1.)

Nonfarm employment in the 17 major chronic surplus areas is much more heavily concentrated in manufacturing than is the case in the country as a whole. Aggregate manufacturing payrolls in the major chronic areas totaled slightly more than 1 million workers in May, representing 43.3 percent of nonfarm employment in these areas. Nationally, factory employment constituted only 31.1 percent of total nonfarm payrolls in May. The heavy concentration of manufacturing employment in Detroit and Providence (44.9 percent in each area in May 1959) is partly responsible for the above-average figures in the chronic areas. Even without these 2 areas, however, the proportion of manufacturing employment in the chronic areas was significantly above the national rate, averaging 40.8 percent of the total in May for the 15 remaining chronic surplus areas.

In five of these areas, more than half of local nonagricultural jobs were in manufacturing: Fall River, Lawrence, Lowell, and New Bedford, Mass.; and Muskegon-Muskegon Heights, Mich. On the other hand, only three areas—Atlantic City, N.J.,

TABLE 1. TOTAL NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT AND PERCENT OF EMPLOYMENT IN SPECIFIED INDUSTRIES, 17 CHRONIC LABOR SURPLUS AREAS, MAY 1959 AND MAY 1950

State and area	Nonagricultural wage and salary employment			Industries primarily responsible for local employment declines	Percent of nonagricultural wage and salary employment in specified industries	
	May 1959	May 1950	Net change		May 1959	May 1950
Indiana:						
Evansville.....	64,300	68,600	-4,300	Machinery.....	12.4	22.2
Terre Haute.....	34,400	35,100	-700	Transportation-utilities.....	10.8	12.8
Massachusetts:				Mining.....	3.8	5.5
Fall River.....	44,600	48,700	-4,100	Textiles.....	17.5	24.7
Lawrence.....	47,500	47,300	+200	Apparel ¹	25.6	21.7
Lowell.....	42,300	40,900	+1,400	Textiles.....	8.0	40.6
New Bedford.....	51,800	56,100	-4,300	Textiles.....	12.1	28.6
Michigan:				Textiles.....	8.7	18.7
Detroit.....	1,156,700	1,219,000	-62,300	Automobiles.....	18.2	27.8
Muskegon-Muskegon Heights.....	46,800	39,800	+7,000	Machinery ¹	17.3	18.8
New Jersey:				Automobiles.....	10.7	16.1
Atlantic City.....	48,200	41,900	+6,300	Trade ¹	25.3	27.2
North Carolina:				Service and government ¹	35.9	37.5
Asheville.....	38,600	35,200	+3,400	Trade ¹	21.0	21.3
Pennsylvania:				Service and government ¹	28.2	28.7
Allentown.....	42,600	39,100	+3,500	Railroads.....	(²)	(²)
Erie.....	74,400	80,100	-5,700	Machinery and transportation equipment ⁴	18.0	28.1
Johnstown.....	73,600	80,900	-7,300	Mining.....	(²)	(²)
Scranton.....	77,000	85,200	-8,200	Primary metals.....	20.6	22.6
Wilkes-Barre-Hazleton.....	101,100	127,100	-26,000	Mining.....	5.2	15.6
Rhode Island:				Mining.....	6.9	27.5
Providence.....	276,100	279,500	-3,400	Textiles.....	10.0	18.7
West Virginia:				Mining.....	8.4	22.8
Charleston.....	90,500	95,200	-4,700			

¹ Local employment total in this industry increased between May 1950 and May 1959.

² 15-20 percent. Precise data cannot be released without disclosing information about the operation of an individual establishment.

³ More than 25 percent. Precise data cannot be released without disclosing information about the operation of an individual establishment.

⁴ Data not available separately for machinery and transportation equipment.

ment. A single firm accounts for large share of the combined employment in these industry groups.

⁵ 20-25 percent. Precise data cannot be released without disclosing information about the operation of an individual establishment.

Source: State employment security agencies.

Altoona, Pa., and Charleston, W. Va.—had less than 30 percent of total nonfarm employment in manufacturing in May 1959. In each of these three areas, one important primary nonmanufacturing industry—resort activities, railroads, or coal mining—accounts for a significant share of local nonmanufacturing employment opportunities.

Employment trends and overall labor market conditions in each of the 17 chronic areas have been strongly influenced by developments in one or two industries. In 12 of the 17 areas—all but Terre Haute, Ind., New Bedford, Mass., Scranton, Pa., Providence, R.I., and Muskegon-Muskegon Heights, Mich.—a single industry, usually coal mining, textiles, machinery, or automobiles, accounted for 20 percent or more of local nonfarm employment totals, either in May 1959 or in the spring of 1950. In four of the five exceptions, the major local industry—coal mining in the case of Scranton and Terre Haute, and textiles in Providence and New Bedford—already had been declining sharply for some time prior to 1950. Muskegon-Muskegon Heights has a somewhat more diversified industrial base than most of the other areas in the chronic grouping. Even in this area, however, a few declining industries have accounted for a major share of local jobs.

Largely on the basis of declining employment levels in these dominant, or once dominant industries, area job totals in May 1959 were below May 1950 levels in all but 6 of the 17 chronic areas. In these six areas—Muskegon-Muskegon Heights, Asheville, Atlantic City, Altoona, Lowell, and Lawrence—the rate of increase was below the nationwide average of 18.6 percent. Among the other chronic areas, May 1950–May 1959 losses ranged from 1.2 percent in Providence to 20.4 percent in Wilkes-Barre-Hazleton.

As a result of these, and earlier, job losses, unemployment in the chronic labor surplus areas has been substantially above national average rates during much of the past 9 years. In May 1959, the aggregate unemployment rate in these areas was about double the countrywide average—9.7 percent for the 17 major surplus areas, compared with 4.9 percent for the Nation as a whole. Rates in excess of 9 percent of the local labor force were reported in half of the areas. (See table 2.)

Two-fifths of the 282,300 unemployed workers in the 17 major chronic labor surplus areas were

TABLE 2. UNEMPLOYMENT, MAY 1959, AND AVERAGE ANNUAL UNEMPLOYMENT RATES, 1957–58, 17 CHRONIC LABOR SURPLUS AREAS

State and area	May 1959			Annual average unemployment rate ¹	
	Civilian labor force	Unemployment		1957 ²	1958 ²
		Number of workers	Rate ¹		
Indiana:					
Evansville.....	80,100	5,200	6.5	6.8	10.2
Terre Haute.....	43,600	3,000	6.9	7.7	8.6
Massachusetts:					
Fall River.....	56,600	4,100	7.2	10.6	12.2
Lawrence.....	56,450	3,700	6.5	8.9	10.8
Lowell.....	52,400	4,700	9.1	7.0	11.0
New Bedford.....	66,900	5,800	8.2	6.6	11.2
Michigan:					
Detroit.....	1,433,700	140,000	9.8	7.3	16.1
Muskegon-Muskegon Heights.....	56,200	3,400	6.0	8.7	13.1
New Jersey:					
Atlantic City.....	64,100	5,300	8.3	9.4	11.5
North Carolina:					
Asheville.....	51,850	2,600	5.0	6.9	8.2
Pennsylvania:					
Altoona.....	53,700	4,900	9.1	10.4	16.6
Erie.....	99,300	12,300	12.4	6.2	13.3
Johnstown.....	97,500	12,200	12.5	6.6	15.4
Scranton.....	102,700	14,500	14.1	11.2	16.4
Wilkes-Barre-Hazleton.....	136,100	19,200	14.1	11.4	16.8
Rhode Island:					
Providence.....	338,700	30,600	9.0	9.8	13.1
West Virginia:					
Charleston.....	114,000	11,100	9.7	8.2	11.6

¹ Unemployment as a percent of civilian labor force.

² Annual average rates generally based on bimonthly data.

SOURCE: State employment security agencies.

drawing benefits under regular State and Federal unemployment insurance programs in mid-May. The number of unemployed workers receiving unemployment insurance benefits as a proportion of total unemployment was particularly low (less than 33 percent) in three chronic automobile centers—Detroit, Evansville, and Muskegon-Muskegon Heights; in each, a relatively sizable number of workers have exhausted their benefit rights during the past year. All told, close to a quarter of a million workers in the 17 chronic areas exhausted their unemployment insurance eligibility under regular State and Federal unemployment compensation programs during the year ending May 1959. Benefit exhaustions in the chronic areas represented nearly 10 percent of the national total for the year—about double the chronic areas share of the Nation's nonagricultural wage and salary employment.

On an aggregate basis, 67.5 percent of the unemployed workers in the 17 major chronic areas in mid-May were males, compared with 61.5 percent nationally. There were wide differences among individual areas, however, with the proportion ranging from more than 80 percent in Charleston, W. Va., and around 75 percent in Terre Haute, Johnstown, and Detroit, to less than

TABLE 3. EXTENT OF RECOVERY IN EMPLOYMENT FROM RECESSION CUTBACKS, 17 CHRONIC LABOR SURPLUS AREAS AND UNITED STATES, MAY 1957 AND MAY 1959

State and area	Nonagricultural wage and salary employment				Manufacturing employment			
	May 1957	Net change, May 1957-May 1958	Net change, May 1958-May 1959	Percent recovery ¹	May 1957	Net change, May 1957-May 1958	Net change, May 1958-May 1959	Percent recovery ¹
Indiana:								
Evansville.....	72,500	-8,300	+100	1.2	32,500	-6,500	+1,100	16.9
Terre Haute.....	34,900	-300	-300	(?)	10,300	+400	+500	125.0
Massachusetts:								
Fall River.....	43,700	-2,000	+2,900	145.0	23,600	-1,300	+2,700	180.0
Lawrence.....	44,100	+3,200	+200	(?)	23,500	+2,700	+2,700	(?)
Lowell.....	42,700	-300	-100	(?)	22,400	+200	-500	(?)
New Bedford.....	55,300	-4,200	+700	16.7	29,800	-3,400	+700	20.6
Michigan:								
Detroit.....	1,267,000	-178,000	+47,700	26.8	614,700	-158,000	+62,600	30.6
Muskegon-Muskegon Heights.....	47,000	-4,400	+4,200	95.5	26,800	-4,100	+4,200	102.4
New Jersey: Atlantic City.....	46,700	+500	+1,000	200.0	7,200	-400	+500	125.0
North Carolina: Asheville.....	37,100	-600	+2,100	350.0	13,100	-400	+1,600	400.0
Pennsylvania:								
Altoona.....	42,100	-3,500	+4,000	114.3	14,100	-3,600	+1,000	27.8
Erie.....	82,800	-8,000	-400	(?)	42,700	-7,800	+200	2.6
Johnstown.....	79,500	-7,800	+1,900	24.4	29,500	-5,500	+2,300	41.8
Scranton.....	81,300	-5,200	+900	17.3	32,900	-3,100	-300	(?)
Wilkes-Barre-Hazleton.....	105,200	-6,000	+900	15.0	40,400	-1,800	+2,000	111.1
Rhode Island: Providence.....	285,100	-10,600	+10,600	54.1	132,800	-15,600	+6,800	43.0
West Virginia: Charleston.....	95,400	-7,400	+2,500	33.5	26,500	-2,000	+700	35.0
17 chronic areas, total.....	2,483,400	-251,800	+78,900	31.2	1,122,800	-210,200	+58,800	42.2
United States.....	52,128,000	-2,179,000	+2,034,000	93.3	16,744,000	-1,721,000	+1,156,000	67.2

¹ Net increase in year ending May 1959 as a percent of net decrease in previous year.

² Additional decline.

³ Increase in both years.

Source: Area data, State employment security agencies; national data, Bureau of Labor Statistics.

45 percent in Fall River, Lowell, and Providence, R.I. Approximately 207,500 workers in the 17 areas had job applications on file with local public employment offices in these centers as of mid-May. Almost one-fifth of the job applicants were classified as skilled; another one-fourth were rated as semiskilled. Data on age or duration of unemployment of the job applicant group are not customarily reported to the Bureau of Employment Security on a labor market area basis; among the few areas for which such data were available, about one-fourth to one-half of the May job applicants were over 45 years of age.

Impact of the Recession

Aggregate Experience of Areas. The chronic labor surplus areas generally were harder hit by the recent economic downturn than the country as a whole. Together, the 17 chronic areas lost slightly more than a quarter of a million jobs (251,800) during the year ending May 1958.⁵ The 10.1-percent decline in these areas was nearly 2½ times as sharp as the national average decrease of 4.2 percent for the same period.

The size of the decline in the chronic areas is, of course, heavily weighted by the inclusion of Detroit. Detroit was responsible for 70.7 percent of the overall decrease in the chronic areas, as

local automobile payrolls dropped to the lowest level in a decade. But 14 of the remaining 16 chronic areas (all but Lawrence and Atlantic City) also reported employment losses between May 1957 and May 1958; in 11 of these areas, reductions exceeded the national average rate. Particularly sharp reductions were also registered in Evansville, Ind. (11.4 percent, mostly in machinery and automobiles), in Erie and Johnstown, Pa. (9.7 and 9.8 percent, respectively, principally in machinery and transportation equipment in the former area, and in steel and coal mining in the latter), and in Muskegon-Muskegon Heights, Mich. (9.4 percent, concentrated in machinery, primary metals, and automobiles). Over-the-year employment losses also approximated 8 percent, or roughly double the national average, in New Bedford, Mass., Altoona, Pa., and Charleston, W. Va.

The five areas where the May 1957-May 1958 employment experience was somewhat more favorable than in the country as a whole—Terre

⁵ As in other sections of the country, recessionary declines in employment generally began to be felt in the chronic areas in the summer and fall of 1957. However, the discussion in this and subsequent sections of the present study are based on year-to-year changes, in order to eliminate any distortion arising from seasonal factors. The month of May, rather than April 1958, was used as the recession low, because area data were not available for the latter month for some of the areas covered by the study under the bimonthly area labor market information program of the Bureau of Employment Security and affiliated State employment security agencies.

Haute, Lawrence, Lowell, Atlantic City, and Asheville—have a few common characteristics which may help explain their better-than-average showing. Each of these areas is primarily a soft-goods or nonmanufacturing center. In most of them, the staffing of new plants or other facilities helped to offset the effects of cutbacks in some local nonmanufacturing activities. All five areas reported increases or relatively minor losses in manufacturing payrolls in the year ending May 1958 (gainers were Lawrence, Lowell, and Terre Haute). However, sharp reductions in nearly all of the other chronic areas pushed the aggregate manufacturing decline for the group to 18.7 percent, far greater than the national average factory decrease of 10.3 percent for the May 1957–May 1958 period.

In the chronic labor surplus areas—as in most other sections of the country—employment generally reached a recession low during the spring or early summer of 1958, and then began to turn upward in the closing months of the year. But the rate of recovery in most of the chronic areas was still lagging significantly behind the national average as of May 1959.

On a nationwide basis, nonfarm wage and salary employment increased by 2,034,000 between May 1958 and May 1959—equivalent to 93.3 percent of the previous year's job loss. The aggregate rise in the chronic surplus areas totaled only 78,900 during the same period—a recovery of only 31.2 percent of the May 1957–May 1958 decline.

As table 3 indicates, 8 of the 17 areas recovered less than one-fourth of their previous year's employment decline during the 12 months ending May 1959. In five areas—Fall River, Muskegon—Muskegon Heights, Atlantic City, Asheville, and Altoona—the rate of recovery was somewhat better than the national average, while in Lawrence, nonfarm employment registered a small net increase in both years. The two largest chronic areas—Detroit and Providence—made up over one-fourth and one-half, respectively, of their May 1957–1958 losses.

By May 1959, the chronic areas as a group had regained a little more than two-fifths of the loss in factory payrolls suffered between May 1957 and May 1958. This compares with an average manufacturing recovery rate of 67.2 percent for the country as a whole over the same period.

Experience by Major Industrial Activity. Employment curtailments during the recession of 1957–58 were very heavily concentrated in durable goods manufacturing. Of the 2,179,000 decline in national nonfarm workrolls between May 1957 and May 1958, nearly two-thirds (1,428,000 workers) was accounted for by cutbacks in durable-goods employment. In turn, approximately three-fourths of the durable-goods decline was concentrated in three broad industry groupings: transportation equipment (mostly automobiles and aircraft), primary metals (principally steelworks and rolling mills), and machinery (electrical and nonelectrical). These industries represent significant sources of employment in more than half of the 17 major chronic labor surplus areas.

Generally speaking, job losses in these industries in the chronic areas between May 1957 and May 1958 were somewhat more severe than the national average, with the recovery in the subsequent 12-month period also lagging behind the national rate to some extent.

AUTOMOBILE CENTERS

Automobile production and employment had already been declining on a nationwide basis for several years before the beginning of the recent recession. The industry's alltime production peak was reached in 1955 when automobile plants throughout the country turned out 7.9 million passenger cars. The employment peak came 2 years earlier; annual average automobile manufacturing employment in 1953 totaled 928,900 (compared with 903,800 in 1955). At the time this record was achieved, total automobile output (passenger cars) was 6.1 million. Passenger car production again reached 6.1 million in 1957, but that level of operations then required an annual average employment of only 786,300—reflecting, to some extent, the increasing utilization of newer and more automatic manufacturing facilities and equipment.*

In May 1959, automobile production was about 6 percent below the level of May 1950; industry employment totals, however, had decreased almost twice as sharply (by more than 11 percent, or close to 95,000 jobs) over the same period. By far, the

* Other possible factors were changes in defense contracts, in truck production, or in the proportion of the industry's work force devoted to production of automobile parts.

most severe impact was on the Detroit area. Nearly 130,000 automobile manufacturing jobs—more than one-third of those in existence in the area in May 1950—have disappeared in Detroit during the past 9 years. These losses resulted from a combination of factors such as improving productivity, the increased decentralization of automobile production, and the shutdown of several local plants formerly operated by Hudson and Packard. Also contributing to this decline was a change in the relative market position, over portions of this period, of some makes of cars manufactured in the Detroit area.

One result of these developments has been a considerable reduction in Detroit's share of the industry's production and employment totals. In May 1950, about 40 percent of the country's automotive manufacturing employment was centered in Detroit. This proportion was down to about 35 percent when auto production reached its alltime high in 1955. By May of 1959, it had dropped to 28 percent of the total.

Automobile employment cutbacks about in line with, or somewhat sharper than, the national average for the 1950-59 period were also reported in two other chronic areas—Evansville and

Muskegon-Muskegon Heights—and in two labor surplus areas with less persistent unemployment problems—Buffalo, N.Y., and Flint, Mich.

STEEL PRODUCING AREAS

In May 1959—2 months prior to the nationwide steel strike—steel production was significantly ahead of prerecession levels. Output during the month totaled 11,600,000 tons—an alltime record—and nearly 85 percent above the 6,301,000 tons produced in May 1958. Approximately 9,792,000 tons of steel were produced in May 1957.

The industry's recovery in employment by May 1959 was only slightly less impressive. On a national basis, employment in blast furnaces, steelworks, and rolling mills declined from 650,200 in May 1957 to 508,000 in May 1958—a drop of 142,200. Over 135,000 of these jobs had been recovered by May 1959.

The extent of recovery in steel employment nationally is compared in chart 1 with that in a number of important steel-producing centers classified in the substantial labor surplus category (chronic or nonchronic) in July 1959. The recovery rate has lagged behind the national average in five of the six areas shown—all but Detroit. Among the areas showing a somewhat slower than average rate of recovery, the margin of difference between the area and national figures is relatively slight in Wheeling-Steubenville and comparatively moderate in Pittsburgh, Birmingham, and Buffalo.

Over the 9-year period between May 1950 and May 1959, monthly steel production increased by about 35 percent nationally, while employment has moved up by about 6 percent. Three of the labor surplus areas—Johnstown, Buffalo, and Wheeling-Steubenville—reported steel employment decreases ranging from 4 to about 11 percent during the period. In Pittsburgh, the overall employment increase was about one-third the national average (2.4 percent). The largest rise during the 9-year period was in the Philadelphia area (37.4 percent); the opening of the new Fairless Steel Works plant of U.S. Steel accounted for a large share of this gain.

TEXTILE CENTERS

Textile production in May 1959, as measured by the Federal Reserve Board's index of industrial production (seasonally adjusted), was more than

Chart 1. Percent Recovery of Previous Year's Loss in Steel Employment, Selected Labor Surplus Areas and United States, May 1958-May 1959

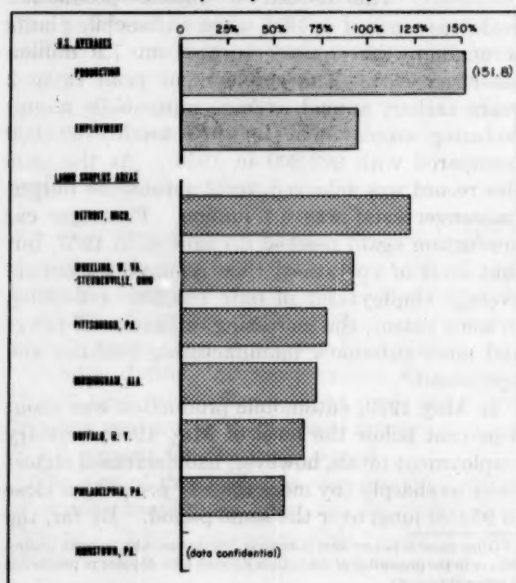
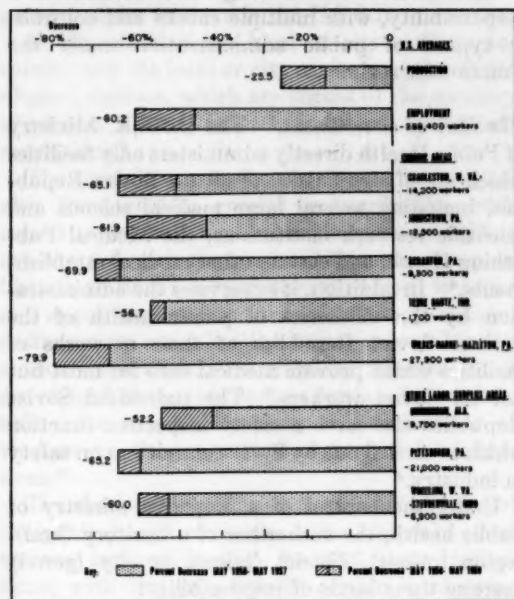


Chart 2. Percentage Decrease in Employment in Major Coal Mining Centers, 1950-59

10 percent above the level reported for May 1950. Employment, however, decreased substantially during the period, from 1,247,000 to 965,500. The drop was equivalent to 22.6 percent of the industry's May 1950 payroll.

New England and Middle Atlantic textile centers bore the brunt of the job decline. Providence lost 24,800 textile jobs during the 9-year period ending in May 1959, a decline of 47.4 percent, while Lawrence, Mass., lost 15,400—more than 80 percent of those in existence in the area in May 1950. Textile employment was also reduced by more than half in Lowell and New Bedford, Mass., during this period, each area losing about 6,000 to 7,000 jobs. Very substantial declines in textile employment were reported, too, in several other labor surplus areas, including Philadelphia (23,000 workers or 39.6 percent), Paterson, N.J. (15,900 workers or 45.8 percent), New York City (7,900 workers or 16.7 percent), and Utica-Rome, N.Y. (7,600 workers or 82.6 percent). On the other hand, both Chattanooga, Tenn., and Asheville, N.C., showed a slight rise in textile employment since May 1950.

Less than one-third of the industry's aggregate 1950-59 employment decline occurred during the

recent recession. Industry payroll declines during the year averaged about 8 percent on a nationwide basis, but declines approximately double or more the national average were reported in Lowell, Providence, Paterson, and Utica-Rome. Most of these areas have shown only a minor recovery or a further decline in textile employment during the year ending May 1959.

COAL MINING AREAS

The recession accentuated the long-term downtrend in coal mining which had been under way in most coal centers since 1948. In May 1957, coal mining employment in the United States was 222,000 jobs below the May 1950 level of 479,000. Another 45,000 coal mining jobs were lost in the year ending May 1958.

Production cutbacks were much less severe than employment losses. Coal output declined moderately in the early 1950's, but by May 1957—according to the Federal Reserve Board's production index—had recovered to a point about 15 percent below the May 1950 figure. A large share of the decline was in anthracite mining—reflecting continuing sharp decreases in demand for coal for home-heating purposes. Bituminous coal production in May 1957 also dropped (by about 11 percent between May 1950 and May 1957); over this 7-year interval, however, employment in this sector of the industry had decreased by about 46 percent, largely as a result of increasing mechanization of mine operations. Both anthracite and bituminous production declined markedly during the recession period, with overall coal output slipping by about one-fourth between May 1957 and May 1958.

Eight major labor surplus areas, including five in the chronic grouping, now have—or had in May 1950—relatively significant concentrations of coal mining employment. As chart 2 shows, each of these areas reported substantial decreases in mining employment between May 1950 and May 1957, and a continuing net downtrend over the next 2 years. In each, the number of coal mining jobs in May 1959 was less than half those available locally 9 years earlier.

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Occupational Health Services in the Soviet Union

THE WESTERN OBSERVER of the Soviet Union's occupational health services¹ is struck by certain distinctive features in the administration of these services.

One striking feature is the emphasis on preventive medicine. The prophylactic approach, although it is often proclaimed as an outgrowth of Marxist ideology, actually has its roots in Russian history, which has been marked by frequent epidemics. The Soviet State itself was born in the midst of a typhus epidemic which threatened the very existence of the new regime.²

A second characteristic of the system is the preferential treatment given to industrial workers over the rural population. This derives both from the Communist doctrine of the proletariat as the revolutionary class and from the practical necessity of maintaining the allegiance of the city workers, who were the Bolsheviks' main source of support at the time of the revolution.³ After the revolution, with the growth of industrialization under the Five-Year Plans, the practice of giving industrial workers preferential treatment became more strongly entrenched.

The prominent role of the trade unions in Soviet occupational health services is a third distinctive feature of this system. The unions inherited their functions in the fields of social security and labor protection when the Labor Commissariat (or Ministry) was abolished in 1933.⁴ Trade unions since then have experienced an uneven development of their authority in these fields, but the tendency since World War II has been toward broadening their authority.

All medical services are financed by the State through the use of tax money. Thus, while the Soviet population does not pay for its medical care directly on a fee-for-services basis, it pays for it through taxation which is reflected in increased prices of consumer goods.

Organization

Occupational health services are administered in the Soviet Union by the Government, by individual establishments, and by the trade unions. These agencies review and inspect each other's

work. At all levels, the Communist Party carries on its continuous controlling activities. Divided responsibility, with multiple checks and controls, is typical of public administration under the Communist regime.

*The Role of Government.*⁵ The U.S.S.R. Ministry of Public Health directly administers only facilities which are of significance to all the Soviet Republics, including several large medical schools and scientific research institutions, the Medical Publishing House, and certain other medical establishments.⁶ In addition, it supervises the administration by the ministries of public health of the various Soviet Republics of their networks of facilities which provide medical care for most but not all Soviet workers.⁷ The individual Soviet Republics also have a safety inspection function which is carried out by State committees on safety in industry.⁸

Under the control of a Republic ministry of public health, the authorities of a territory (krai), region (oblast), district (raion), or city (gorod) exercise three kinds of responsibility:

1. These authorities supervise, in descending order of their jurisdiction, the two "networks" of medical care: the "open network," consisting of institutions which primarily serve the general population and also provide medical care for industrial workers, and the "closed network" of medical institutions operated by industrial establishments for their own workers.

¹ The term "occupational health services" is taken from the International Labor Organization's Proposed Recommendation Concerning Occupational Health Services in Places of Employment, published in *Organization of Occupational Health Services in Places of Employment* (Geneva, ILO, 1958). This article has used the resolution's suggested functions of occupational health services as a framework for this discussion. A more detailed version of this article is presented in a forthcoming issue of the *Foreign Labor Information Series* of the Bureau of Labor Statistics.

² Mark G. Field, *Organization of Medical Services in the Soviet Union* (Alabama, Maxwell Air Force Base, Human Resources Research Institute, 1954), p. 15.

³ Merle Fainsod, *How Russia Is Ruled* (Cambridge, Mass., Harvard University Press, 1953), p. 86.

⁴ Isaac Deutscher, *Soviet Trade Unions* (London, Royal Institute of International Affairs, 1950), pp. 117-119.

⁵ See G. T. Shikov, *Organizatsiya meditsinskogo obsluzhivaniya rabochikh promyshlennikh predpriyatiy* [Organization of Medical Care of Workers in Industrial Enterprises] (Moscow, 1955), on which this section of the article is based in part.

⁶ *Bol'shaya sovetskaya entsiklopediya* [The Great Soviet Encyclopedia] (Moscow, 1947), p. 1159.

⁷ Certain sections of the economy, such as transportation, the Armed Forces, and the police, maintain their own health services.

⁸ M. I. Aleshin, *Okhrana truda i promsanitariya v ugol'noi promyshlennosti* [Labor Protection and Industrial Sanitation in the Coal Industry] (Moscow, 1958), pp. 4-5.

2. The district or city authorities operate the open network which provides medical care for 70 percent of the workers in the U.S.S.R.

3. The office of the local or city sanitary inspector and the local or city sanitary-antiepidemiological stations, which are organs of the ministry of public health, enforce industrial sanitation regulations.⁹

The administrators of a district or city hospital also have certain special responsibilities with regard to the health of industrial workers. They are charged with the responsibility of setting up "health stations" (zdravpunkty) in most factories and appointing a shop medical officer (tsekhovoi ordinator) to assist health station personnel in the station's operation. In addition, these hospitals are obliged to provide certain services for workers only, such as periodic physical examinations of workers in dangerous and unhealthful occupations.¹⁰

The most recent addition to the jurisdiction of the public health ministries is the system of sanatoriums and rest homes. In 1956, these institutions, with the exception of certain local sanatoriums for 1-day or off-duty care, were transferred to the public health ministries of the Soviet Republics.¹¹ In 1958, reportedly, 3,362,000 persons were to enter sanatoriums and rest homes.¹²

The Soviet sanatorium has been officially defined as "a hospital type of medical prophylactic establishment for the treatment of the sick, primarily by natural therapeutic means such as climate, mineral waters, medicinal mud, coupled with medically supervised physiotherapy, dietetic regimen, and special regimens of treatment and rest." The sanatoriums have been set up mostly for the treatment of specific disorders. In 1955, they had 284,000 beds, half of them for tubercular patients.

⁹ I. Ya. Bychkov, *Pravovye osnovy deyatelnosti sanitarnykh organov* [The Legal Bases for the Activities of Sanitary Organizations] (Moscow, 1954).

¹⁰ N. A. Vinogradov, *Organizatsiya zdравookhraneniya v SSSR* [The Organization of Public Health in the U.S.S.R.] (Moscow, 1956), vol. II, p. 70.

¹¹ *Trud*, January 11, 1957, p. 1.

¹² *Trud*, March 7, 1958, p. 2.

¹³ Vinogradov, op. cit., pp. 290-328.

¹⁴ *Vestnik statistiki* [Statistical Bulletin], December 1958, p. 89.

¹⁵ *Sotsialisticheskii trud* [Socialist Labor], October 1957, p. 124.

¹⁶ Organization of Occupational Health Services in Places of Employment, op. cit., p. 69.

¹⁷ Shikov, op. cit., pp. 17-19.

The rest home is a health resort in which selected workers, during their vacations, may combine relaxation with a medically supervised regimen designed to remedy minor ailments and increase resistance to disease.¹³ In 1957, there were in the Soviet Union 845 rest homes with 159,000 beds, some of which were reserved for young workers, pregnant women, and mothers with young children.¹⁴

The Role of Industrial Establishments. The management of an industrial establishment is responsible for the safety and health of the establishment's workers. In each enterprise, there is usually a division of safety technique, which designates senior engineers to install or inspect safety equipment and to instruct workers in its operation. Every shop with more than 500 workers is required to have its own safety engineer.¹⁵

Medical services provided by industrial establishments take the form of medical sanitary divisions (MSD's), factory medical subdivisions, and health stations. MSD's are self-sufficient complexes of medical facilities established in large industrial enterprises, usually with 4,000 or more workers, by the appropriate economic ministry or the regional economic council. They include hospitals, clinics, health stations, and in the larger enterprises, day and night sanatoriums and children's nurseries. For purposes of more efficient medical care of workers, some large enterprises have been subdivided into sections of one or more shops, each serviced by a separate factory medical subdivision.

The basic unit of industrial medical service is the health station. There are two types of health station—the medical health station in enterprises employing more than 800 persons and the less well staffed and equipped feldsher (a feldsher is trained at approximately the level of the American public health nurse) health station in enterprises employing 300 to 800 persons. These minimums are lower for the petroleum, chemical, mining, and metallurgical industries.¹⁶

First aid is generally provided by the health station in a factory. In industries where workers are far from a health station, as in mines, workers are given special first-aid instruction.¹⁷ The health station also has the responsibility for determining a worker's ability to work in the

event of accident or illness and issues sick leave certificates. After an illness of 10 days or more, the responsibility is passed on to the medical boards described below.¹⁸

Enterprises must provide preliminary and periodic examination for workers in two categories. The first category, relating to "the protection of labor," includes workers in heavy or hazardous occupations, workers in a cold climate, juveniles, women, and invalids. The second category, relating to public safety, hygiene, and sanitation, includes employees of the food and transportation industries and in retail establishments, employees who deal with children, and all medical and pharmaceutical personnel.¹⁹

After an examination, a worker not in good health may be given treatment or be assigned to a sanatorium, rest home, or special dietary clinic.²⁰ The examining physician may transfer him to light work for a period of up to 10 days, and a medical board may extend this period to 2 months. If his prolonged absence interferes with production, he may be certified as an invalid by a second board composed of physicians and union members. He is then eligible for an invalid's pension.²¹

Workers between the ages of 14 and 18 must receive a medical examination before beginning their employment or factory training and at least annually thereafter. Doctors for young workers are also responsible for seeing that they have highest priority when protective clothing and equipment are issued, and that each young worker be given only work which he is physically capable of doing.²²

The Role of the Trade Unions. Soviet trade unions were given most of the functions of the Commissariat of Labor in 1933, including the administration of social insurance funds and the enforcement of labor legislation on wages, hours, and working conditions.²³ The unions use several devices for checking on the provision of the required health services for workers.

The technical inspector, a full-time paid employee with technical training, is appointed by the interunion council at the Republic level and in the case of the Russian Republic, at the regional (oblast) level. His primary duty is to enforce the observance of technological standards for safety and industrial hygiene in the factories under his jurisdiction. In case of managerial

recalcitrance, he may exert pressure through the trade union organization. He has the right to close establishments and to levy fines against managers who are in violation.²⁴

At the factory level, it is primarily the labor protection commission of the factory committee (the executive organ of the trade union local) which checks on occupational health services. The commissions are composed of workers who volunteer their time to inspect facilities such as wardrobes, shower rooms, and ventilation systems, and to check on the presence of guards on machines, the issuance of protective equipment, and other safeguards prescribed by law.²⁵

Among the members of the commission are the social inspectors, each of whom are selected by groups (profgrupy) of about 20 coworkers to check daily on the enforcement of safety and hygiene regulations and the availability of medical services where the group works.²⁶ The trade union's factory committee, acting upon the reports of the labor protection commission and the social inspectors, will if necessary ask management to conform to statutory requirements and to its obligations under the "collective agreement" with the trade union. Reports of defects thus exposed may find their way into the trade union daily *Trud* or some other publication, particularly when the occurrence is widespread.

The administration of social insurance funds to employees who are sick or retired is carried out by the trade union social insurance council. The trade unions also issue passes to rest homes and sanatoriums. The latter are granted in consultation with physicians. Only one-tenth of the rest home passes and one-fifth of the sanatorium passes are free of charge.²⁷

¹⁸ Ibid., p. 16, and Mark G. Field, *Doctor and Patient in Soviet Russia* (Cambridge, Mass., Harvard University Press, 1957), p. 171.

¹⁹ F. A. Artem'ev, *Kratkoe posobie po zakonodatel'stvu ob okhrane truda* [Brief Textbook on Legislation Concerning the Protection of Labor] (Moscow, 1955), pp. 120-121.

²⁰ *Sbornik zakonodatel'nykh aktov o trude* [Collection of Legislation Concerning Labor] (Moscow, 1956), pp. 243-244.

²¹ Ibid., p. 410, and Artem'ev, op. cit., pp. 31 and 41.

²² Shikov, op. cit., pp. 36-37.

²³ Lief Bjork, *Wages, Prices, and Social Legislation in the Soviet Union* (London, Denis Dobson, translated from the Swedish language, 1953), p. 16.

²⁴ *Spravochnik profsoiuznogo rabotnika* [Handbook of the Trade Union Official] (Moscow, 1959), pp. 255-263.

²⁵ *Sbornik polozhenii o komissiyakh FZMK* [Collection of Regulations Concerning the Commissions of the Factory Committee] (Moscow, 1961), pp. 12-14.

²⁶ Deutscher, op. cit., p. 125.

²⁷ *Trudovoe pravo* [Labor Law] (Moscow, 1959), p. 348.

The Role of the Communist Party. As "the leading core of all organizations of the working people, both public and state" (U.S.S.R. Constitution Article 126), the Communist Party of the Soviet Union controls all such organizations, including the public health system and the trade unions. An estimated 20 or 25 percent of the Soviet physicians who are party members hold practically all the "positions of responsibility and authority in the administration of health services."²⁸

Evaluation

Soviet legislation concerning health services is comprehensive. However, it has not been generally enforced and adequate health services are still not available to most of the population. Moreover, the standard of the health services available varies according to the type of community and the type of industry. For example, the supply and quality of drugs, surgical equipment, and hospital beds are much better in the urban than in the rural areas, and better for workers in important heavy industries than for workers in light or consumer goods industries. In the factories, mines, and other work places, sanitary facilities have not always been provided, and when provided, have frequently been of low quality. Legally prescribed safety standards have not always been enforced, primarily because of the unavailability of funds for the equipment and facilities needed to meet these standards.

Despite these apparent shortcomings, the Soviet Union has made considerable progress in health services, as may be inferred from the ever increasing and impressive number of trained medical personnel and the continuous expansion of the hospital and clinical network.

Effectiveness of the Organizational Elements. The agencies charged with providing occupational

health services face a variety of frustrations in carrying out this task.

The sanitary-antiepidemiological stations, for example, have proved to be largely ineffective because of the Government's feeble support in the face of resistance by factory managers to expending time and money for the improvement of sanitary and hygienic conditions in their enterprises.²⁹ Furthermore, Soviet physicians are also plagued by bureaucratic requirements which interfere with their professional duties. The trade unions' labor protection commissions have encountered serious obstacles in obtaining proper health care for workers and in effectively carrying out accident-prevention work. Faced with the necessity of meeting production quotas and a shortage of available funds for workers' facilities, management has frequently ignored the commission demands, and trade union appeals to higher authorities have usually proved useless.

In recent years, the trade unions have encountered resistance from an unexpected quarter in their attempt to secure improved medical care for workers. The unions and the medical authorities have engaged in a serious controversy over the issue of whether Soviet workers should be treated by the open network of public hospitals or the closed network of enterprise or factory medical sanitary divisions. There has been widespread resistance among medical officials to any form of medical service administered by the enterprise itself. This resistance has manifested itself in their unwillingness to establish health services by enterprise subdivisions, to appoint medical personnel for these subdivisions, and to set up health stations on the premises of the enterprise.

The debate, however, has principally revolved around the establishment and continuation of medical sanitary divisions. The assault on the MSD has been led by the recently appointed U.S.S.R. Minister of Public Health, S. V. Kurashov, who was Minister of Public Health of the Russian Republic prior to his appointment in January 1959.³⁰ The successful defense of the MSD³¹ has been borne principally by trade union officials with the occasional and qualified support of some public health officials.³² They have argued that the knowledge of the particular occupational diseases and health hazards peculiar to the production process with which the MSD is regularly and intimately associated, enables it to

²⁸ Field, Doctor and Patient in Soviet Russia, op. cit., p. 59.

²⁹ *Izvestia*, February 14, 1958.

³⁰ *Sovetskoe zdoravokhranenie* [Soviet Public Health], January 1957, pp. 18 and 65.

³¹ The latest authoritative statement on this subject indicates that the MSD has been accepted as the most desirable form of medical care for industrial workers. M. V. Khomutov, Deputy Minister of Public Health of the U.S.S.R., wrote in the July 1958 issue of *Sovetskoe zdoravokhranenie*, p. 3, that "these medical establishments (the MSD's) . . . at the present stage of development of Soviet public health are the most acceptable and advisable form of medical service for workers in industrial enterprises."

³² See, for example, *Sovetskoe zdoravokhranenie*, January 1957, pp. 59 and 61.

serve the workers better.³³ Kurashov's argument, basically, has been that the municipal hospitals do provide medical care equal to that available in the MSD's, and that the incorporation of MSD's into the "territorial" network would free a large number of medical personnel (8,000 physicians and 16,000-18,000 middle medical personnel in the Russian Republic) to serve the general population.³⁴

The intentional overlapping in the division of responsibility for the workers' health among the trade unions, the industrial establishments, the Communist Party, and the Government goes to the heart of the Soviet system itself. However, occasional criticisms do appear in the Soviet press of the waste and inefficiency which inevitably flow from this practice.³⁵ More often, the charge that appears is one of collusion—especially between the trade unions and the factory administration—to overlook illegal practices.³⁶

The Quality of the Services Rendered. (a) Promotion of Health. The most striking and acute deficiency in the field of workers' hygiene, if one may judge from the sweeping and recurrent complaints in the press, is the absence of sanitary facilities (e.g., showers, dressing rooms, latrines) in a large number of Soviet factories. The most frequent criticism in the Soviet press concerning sanitary facilities has been that space allotted for such facilities is often utilized for other purposes, usually office space.³⁷ Such arbitrary reassignment of available space has been safely criticized in the Soviet press as one aspect of an "excessive bureaucratism," whereas the basic cause for the shortage of workers' facilities—the priority of production—has not been attacked directly. Other such criticisms have exposed the failure of public health authorities to meet legal norms in the administration of periodic medical examinations³⁸ and the refusal of plant managers to install ventilation equipment.³⁹

(b) Promotion of Safety. Although no statistics on industrial accidents have been published in the Soviet Union since the early 1930's, there are many indications in the Soviet press that the rates of accident in various Soviet industries are high by American standards. This is especially true of the coal and metallurgical industries.⁴⁰ In some industries, the rate had even increased in recent years; for example, in ferrous metallurgy

in the Ukraine and in the Russian Republic during 1951-56,⁴¹ and in the lumber industry in the Sverdlovsk region of the Russian Republic in 1958.⁴²

As in the case of sanitary facilities, there have been reports of new plants opening without the necessary safety equipment. Such occurrences may be explained by the ever pressing urgency of production demands and the unavailability of safety equipment (the production of which does not appear to have had a high priority). Trud, on January 15, 1958, repeated its earlier charges that many enterprises had failed to comply with labor safety legislation by insufficiently protecting machine operators, by neglecting factory ventilation systems, and by omitting the installation of required safety equipment.

A frequent complaint in the Soviet press is that "there are serious shortages in workers' protective clothing, shoes, and individual protective equipment."⁴³ In addition, the Soviet press frequently carries complaints about inadequate guards on machines, poor lighting, and insufficient passage space between machines. Recently, a plea was made by the chairman of the medical trade unions to provide greater protection to medical workers using radiological equipment and radioactive isotopes.⁴⁴

Soviet labor legislation forbids the employment of women in a number of specified dangerous and arduous occupations.⁴⁵ However, women are still employed in many heavy manual jobs, which are reserved for men in the West. Only recently, on January 1, 1959, the decree forbidding the employment of women in underground coal mining went into effect.⁴⁶ An American steel executive, during his visit to various Soviet steel mills in 1958, for example, saw women working in blooming

³³ Trud, September 15, 1957, p. 2.

³⁴ Sovetskaya meditsina [Soviet Medicine], April 1957, pp. 3-9.

³⁵ Sotsialisticheskii trud, March 1957, pp. 20-21, and July 1959, p. 1.

³⁶ See, for example, Trud, January 10, 1955, p. 2, and September 8, 1956, p. 1.

³⁷ Trud, July 28, 1956, p. 1, and Sotsialisticheskii trud, November 1957, pp. 15-19.

³⁸ Okhrana truda i sotsial'noe strakhovanie [Labor Protection and Social Insurance], July 1958, p. 50.

³⁹ Trud, July 28, 1956, p. 1, December 19, 1957, p. 1, and January 15, 1958, p. 1.

⁴⁰ Trud, October 26, 1956, p. 3.

⁴¹ Trud, September 28, 1956, p. 3.

⁴² Okhrana truda i sotsial'noe strakhovanie, July 1958, p. 25.

⁴³ Trud, July 28, 1956, p. 1, December 19, 1957, p. 1, and January 15, 1958, p. 1.

⁴⁴ Trud, October 28, 1958, p. 1.

⁴⁵ See Spravochnik professiunogo rabotnika, op. cit., pp. 184-189.

⁴⁶ Aleshin, op. cit., p. 32.

and rolling mills. Some were operating lathes and cranes, others were helping in the rebuilding of a furnace, and still others were mixing and carrying cement.⁴⁷

Since 1936, little has been done in the Soviet Union in the field of industrial or labor psychology.⁴⁸ However, there are indications of an increase of interest in this field. At a meeting of psychologists and other specialists in 1953, 22 papers dealt with subjects such as work and rest schedules and fatigue studies.⁴⁹ In early 1957, over 300 specialists—psychologists, physicians, and pediatricians—attended a conference on labor psychology in Moscow.⁵⁰ The resolution of this conference called, above all, for the study of the basic psychological factors which influence the productivity of labor, and in an apparent modification of the prevailing policy against aptitude testing, recommended research on the subject of scientifically selecting workers for certain occupations.

(c) Care of the Ill and Injured. In a country where production is of paramount importance, physicians are under constant pressure to keep to a minimum the number of certificates authorizing sick leave. Yet they must avoid sending a worker who is seriously ill back to his job, since an aggravation of his condition might result in more workdays lost than if he had been sent home originally. Young, inexperienced physicians have been frequently criticized for incorrect diagnoses.⁵¹ The trade unions have an interest in limiting the number of sick leave certificates and checking on workers on sick leave not only because of their policy of promoting production, but also because of their desire to save on the payment of sickness benefits which are paid from the social insurance fund administered by the trade unions. The

trade unions, at the end of 1957, revived the position of confidential physician (*doverenny vrach*) whose duty is to check all sick leave certificates issued in his jurisdiction in order to keep their number to a minimum.⁵²

The construction of hospitals, clinics, and other medical facilities in the Soviet Union has lagged seriously, along with the general lag in housing construction. At the All-Union Meeting of Volunteer Public Health Workers in October 1956, P. L. Shupik, Health Minister of the Ukrainian Republic, declared that, "in many cities of a number of republics, including the Ukraine, there are insufficient beds for the care of the sick."⁵³

In addition to the fact that inadequate funds have been budgeted by the State Planning Committee for the construction of medical facilities, there has been the drawback that often a good part of the funds earmarked for this purpose was diverted to other purposes, primarily for the promotion of production. An indication of the seriousness of this problem is the fact that even so highly industrialized an area as the Leningrad region suffers from inadequate medical facilities.⁵⁴

On March 7, 1959, Academician A. N. Bakulev, writing in *Izvestia*, deplored the quality of hospital construction as follows:

In my opinion, the existing organization for the designing of hospitals and the system for approving plans are inadequate . . . In an effort to reduce expenditures, the space for laboratories has been reduced or even eliminated altogether . . . It is known, for example, that the existing norms for X-ray rooms no longer correspond to present-day knowledge on the protection of personnel from radiation. It seems to me, that the time has come to put an end to irresponsibility in the acceptance of hospital buildings.

A shortage of drugs and surgical equipment has always plagued the Soviet Union. The Soviet journal *Meditinskii rabotnik* in April 1957 reported: "We are seriously backward in modern scientific technology . . . in the production of electromedical and X-ray apparatus, of rubber and plastic goods, of fine precision instruments, etc."⁵⁵ The development of new drugs in the Soviet Union "was completely negative," according to John T. Connor, president of the American pharmaceutical firm, Merck and Co., who visited the Soviet Union in 1958.⁵⁶ There has also been considerable criticism in the Soviet press of the poor quality of prosthetic devices available in the U.S.S.R.⁵⁷

⁴⁷ John A. Stephens, *Notes on My Russian Trip* (1958), pp. 23 and 45.

⁴⁸ On July 4, 1936, the Central Committee of the Communist Party issued a decree which abolished psychological testing in schools and industry, and virtually eliminated industrial psychology in the Soviet Union. See Raymond Bauer, *The New Man in Soviet Psychology* (Cambridge, Mass., Harvard University Press, 1952), p. 127.

⁴⁹ *Annual Review of Psychology* (Palo Alto, Calif., Annual Reviews, 1959), pp. 470-471.

⁵⁰ *Voprosy psikhologii* [Problems of Psychology], March 1957, pp. 165-171.

⁵¹ *Sovetskoe zdavookhranenie*, July 1958, p. 10.

⁵² *Okhrana truda i sotsial'noe strakhovanie*, July 1958, pp. 39-40.

⁵³ *Sovetskoe zdavookhranenie*, January 1957, p. 24.

⁵⁴ *Okhrana truda i sotsial'noe strakhovanie*, July 1958, p. 7.

⁵⁵ *Meditinskii rabotnik* [The Medical Worker], April 10, 1957, p. 1.

⁵⁶ *Science News Letter* (Washington, D.C., Science Service), June 21, 1958, p. 380.

⁵⁷ Cited in I. Lazarevitch, *La Medecine en URSS* (Paris, *Les lies d'Dr*, 1953), pp. 145 and 147.

Inequality in Medical Care. A striking characteristic of the system of Soviet health services is its unequal treatment of individuals. Medical care comparable to the best in the West is available to Soviet leaders and their families. In fact, a special network of medical establishments exists for this group.⁵⁸ As for the rest of the population, their medical care is not as good as that of the leaders, yet it is much better in urban than in rural areas,⁵⁹ and better for workers in important heavy industries than for workers in light industry. As noted earlier, MSD's are established only in huge industrial complexes engaged in the production of heavy industrial goods. At present, there must be 4,000 workers in an enterprise before such facilities can be introduced, or 2,000 workers in a coal, petroleum, mining, or chemical enterprise. As a result, more than two-thirds of all Soviet workers may be treated only in the public hospitals. The superiority of MSD medical care has been clearly established. A member of the Collegium of the Ministry of Public Health indicated that while the general level of illness among workers remained the same from 1951 to 1956, a "marked lowering of this level" was accomplished by the MSD's.⁶⁰

The Health and Safety Record. In 1958, the Soviet Government published the following statistics based on sick leave certificates on days lost by workers during the years 1940-55:

<i>Days lost per 100 workers</i>		<i>Days lost per 100 workers</i>	
1940.....	848.9	1948.....	750.2
1941.....	(¹)	1949.....	731.2
1942.....	1,174.9	1950.....	780.0
1943.....	1,015.8	1951.....	801.7
1944.....	951.6	1952.....	828.2
1945.....	834.5	1953.....	865.4
1946.....	829.5	1954.....	914.6
1947.....	(¹)	1955.....	769.8

¹ Not available.

SOURCE: Vinogradov, op. cit., vol. I, p. 259.

Throughout the period covered in the tabulation, and subsequently up to 1958, the chief causes of lost working time have been gripe and catarrh of the upper respiratory tract. The next important causes were industrial accidents.⁶¹ The machine tool construction and coal industries had the highest rates of days lost due to illness or disability during this period.⁶² Silicosis, the most widespread occupational disease in the Soviet Union, was a prominent factor in the high absence

rate in the coal industry.⁶³ In virtually all discussions in the Soviet press concerning the rate of injury and illness, the main causes have been given as unsanitary working conditions and poor safety standards.⁶⁴

The Prospects for Improvements

The 21st congress of the Communist Party of the Soviet Union in January 1959 approved the Seven-year Plan (1959-65), in which there is a definite program of improvement of all health services. The present state of health services must be judged as far from adequate in view of the high plan goals that are set. The production of medical supplies is to be trebled. The production of antibiotics is to increase 3.7 times, vitamins, 6 times, and medical instruments and equipment, 2 to 2.5 times. The number of additional hospital beds is to be twice as large as the number added in the preceding 7 years. Soviet physicians are to get free apartments, heating, and lighting (probably to attract physicians to the rural areas where housing for physicians is very poor).⁶⁵ The plan also provides that the role of trade unions in improving working and living conditions is to increase. The trade union bodies have been urged to protect any worker whose legal rights to health services may be impaired.⁶⁶

As a result of the economic decentralization begun in 1957 and the granting of increased authority to trade unions in 1958, the chances are that the more flagrant violations of legislation concerning sanitary facilities and safety standards will be eliminated. However, as long as the policy of priority of production in heavy industry prevails, no major changes are expected to take place in the overall situation.

—LLOYD FELDMAN

Division of Foreign Labor Conditions

⁵⁸ Field, Doctor and Patient in Soviet Russia, op. cit., p. 185.

⁵⁹ In 1957, in the Russian Republic, there were 72.6 beds and 17 physicians per 10,000 population for the Republic as a whole; in the cities, which include about half of this Republic's population, there were 103.9 beds and 31.4 physicians per 10,000 population. See Sovetskaya meditsina, May 1958, p. 122; and E. V. Constantinov, Zdravookhranenie v SSSR [Public Health in the U.S.S.R.] (Moscow, 1957), p. 19.

⁶⁰ Sovetskoe zdravookhranenie, January 1957, p. 11.

⁶¹ Ibid., p. 9.

⁶² Vinogradov, op. cit., vol. I, p. 262.

⁶³ Gigiena truda [Labor Hygiene], January 1957, p. 7.

⁶⁴ See, for example, Sovetskoe zdravookhranenie, January 1957, p. 9.

⁶⁵ Trud, January 28, 1959, p. 5.

⁶⁶ Trud, February 17, 1959, p. 2.

Patterns and Problems in Labor Arbitration

EDITOR'S NOTE.—*This article is an excerpt of the presidential address by Paul L. Kleinsorge, Professor of Economics, University of Oregon, before the 34th Annual Conference of the Western Economic Association, Santa Barbara, Calif., September 2-4, 1959. Minor changes in wording have been made, source references omitted, and for easier reading, suspension marks to denote unused portions of the text have not been indicated.*

THE GREAT UPSURGE in voluntary labor arbitration occurred after World War II. In 1951, the Federal Mediation and Conciliation Service had 600 requests for the appointment of arbitrators. In the 1957-58 fiscal year, this number had increased to more than 2,700. The American Arbitration Association experienced a 40-percent increase in demand for arbitrators in 1958 over 1957, and made nearly 3,000 appointments in 1958. The present year appears to be running some 8 to 9 percent above 1958.

Most labor arbitration cases involve the application or interpretation of an existing collective bargaining agreement rather than the settlement of a new contract or new contract provisions. About 92 percent of the cases filed with the Federal Mediation and Conciliation Service are of the former type, and only about 8 percent are of the latter although some of the 8 percent may be extremely important as precedents. Because the arbitration of new contracts or new contract provisions is a departure from the usual collective bargaining process, many experts in the field would like to see the 8 percent reduced to zero on the ground that these are decisions the parties should make themselves. But occasionally the parties are willing to submit such issues to an arbitrator rather than incur the burdens of hot war work stoppages or the dangers of cold war uncertainties. Therefore, this kind of arbitration case may be expected to continue as a minor element in the total labor arbitration caseload.

Issues and Uses of Arbitration

A study of Labor Arbitration Reports published by the Bureau of National Affairs from 1954 to

1958 shows that the issues most frequently arbitrated were those classified under the heading "Job Protection: Layoffs, Reinstatement, Seniority, Work Restrictions, etc." Of the 1,061 issues recorded in this group, 43 percent involved seniority; 15 percent, out-of-unit transfers of work; and 8 percent, work sharing and work opportunities. The second largest classification was arbitration itself as a method of solving disputes, with 966 issues on the point covering such questions as what subjects may be arbitrated, who may invoke arbitration, the existence of an agreement to arbitrate, and the enforcement of an agreement to arbitrate. The third largest classification was "Discharge, Discipline, and Plant Rules," with 804 issues under this heading. "Wages and Other Compensations for Services," with 364 issues, ranked a rather poor fourth. The Bureau of National Affairs does not publish all arbitration cases. There is a process of selection. But the incidence of the issues appears to reflect the feeling of the times with an emphasis on security. A survey made by the American Arbitration Association indicated that 17.4 percent of the arbitrated grievances involved seniority, and 26.3 percent involved discipline and discharge. These issues are always important, but they become more active as a result of business recession when there are drastic cuts in employment and when management takes a tougher position with regard to the enforcement of plant rules.

The use of the arbitration process varies in different parts of the country. According to Benjamin Aaron of the Institute of Industrial Relations, University of California (Los Angeles), in the May 1959 issue of the *Monthly Labor Review*, there is relatively little labor arbitration in the Northwest (where I make my home and my living) and apparently it is not increasing. Labor and management representatives have told me that the reason for this is the lack of arbitrators (or at least acceptable arbitrators) in Oregon and Washington, in spite of the long lists compiled by the Federal Mediation and Conciliation Service and the American Arbitration Association. The parties feel that it is too expensive to import experienced arbitrators from other areas. Still, they will not employ local men who have not had enough experience to meet their qualifications. The result is a vicious circle. Beyond this, there are indications that

some of the important industries and unions in the Northwest have never been enthusiastic about arbitration. My studies of the lumber industry indicate an atmosphere of independence among employers which is opposed to the idea of arbitration, and as Benjamin Aaron points out, the Teamsters and the construction trades unions have felt strong enough to depend upon self-help to settle their disputes with employers.

The volume of arbitration is much greater in California than in the Northwest, and a higher percentage of the collective bargaining agreements contain arbitration provisions, although the figure is still below the national average. A few California industries have accepted the "permanent" arbitrator system, but this system has not developed to the extent that it has in the Midwest and East, probably because on the West Coast the arbitration caseload is scattered over a wide variety of enterprises, and because the parties feel there are advantages in ad hoc arbitration which, in California at least, provides the training of a number of arbitrators for future use.

Legalistic Approach

Arbitration in the West appears to be more formal than elsewhere in the country, with both parties being represented by an attorney or by an industrial relations consultant. Frequently, a verbatim transcript of the hearing is taken, carefully prepared exhibits are presented, and the parties file opening briefs, answering briefs, etc. Some people attribute this relative formality to the influence of Senator Wayne L. Morse of Oregon who was one of the West's best known and most active arbitrators. Senator Morse was Dean of the University of Oregon Law School. He stated quite frankly that he held a judicial theory of arbitration. "There is one point that I wish to emphasize above all others and that is that arbitration is a judicial process. The arbitrator sits as a private judge called upon to determine the legal rights and economic interests of the parties, as those rights and interests are proved by the record made by the parties themselves. It is my view of arbitration that an arbitrator is bound entirely by the record presented to him in the form of evidence and argument at the arbitration hearing."

Many arbitrators would not agree with Senator Morse's uncompromising position, but to the ex-

tent that he influenced the arbitration process, it was in the direction of the legalistic approach, which appears to be becoming more common. Each side now must be sure that its case is presented properly and thoroughly, and to achieve this goal, there is a tendency for the parties to hire outside experts whose job is the preparation and presentation of the cases. Important cases almost always receive full dress treatment, and even relatively unimportant ones sometimes are presented as major productions. Experts evolve in all fields, and arbitration is no exception. My own observation is that the trained and experienced practitioners in labor arbitration cases, representing either labor or management, aid rather than hinder the process. They understand arbitration, how it operates, and what it is supposed to accomplish. They know the difference between an arbitration hearing and a trial in a court of law, and they conduct themselves accordingly. But the attorney who thinks he is in court instead of in an arbitration hearing is a nuisance. He objects to every shred of hearsay evidence. Often he attempts to confuse rather than to clarify the issues.

Increasing Costs

However, the more formal the approach, the more time-consuming and the more costly arbitration is likely to become. Lawyers are expensive, reporters are expensive, and arbitrators are expensive. In most cases, the two parties divide the costs equally, but these costs have been rising. Arbitrators' fees have increased 50 percent during the past 10 years. One union found that the cost per arbitration case ranged from \$200 to \$1,000, and had risen about 30 percent in 5 years. Another union estimated the average cost to the union of a formal arbitration at \$1,500, more than half of which was used to pay for the arbitrator and the transcript. Arbitration cases costing several thousand dollars are not unusual. The cost of the Southern Bell arbitrations, which followed settlement of a strike several years ago, exceeded \$100,000. These rising costs of arbitration are a matter of concern, particularly to unions. The representative of one local union with 6,000 members said, "If we took every case to arbitration, we would go broke." Another union leader pointed out that one strong, wealthy, determined company could arbitrate a local union

into bankruptcy simply by refusing to settle grievances.

Lately, there has been a tendency to blame the high costs of arbitration on the arbitrators. Not only have they raised their charges per day, but they seem to be spending more days per case. Articles have been written accusing arbitrators of developing a racket which they are attempting to monopolize for their own enrichment. The argument runs that today's psychological atmosphere favors arbitration as a substitute for the use of economic strength almost to the point of compulsion. Willingness to arbitrate looks like willingness to be reasonable. Arbitration has become the most effective substitute for the ruinous expense of the frequent use of economic force. Arbitrators are aware of their favored position, it is said, and are taking improper advantage of it. In my opinion, this is not a fair appraisal of the situation. It is true that some arbitrators, like some doctors and lawyers, have charged exorbitant fees for their services, but the generalization of overcharging is not warranted. Some arbitrators may wish to keep down the competition by refusing to help newcomers to the field, but my own experience was that others were very willing to assist me in any way they could. I feel that the fault does not lie with the arbitrators, but with the increased complexity of industrial relations and the greater intricacy of presenting an arbitration case. Gone are the days when the arbitrator met with the representatives of the parties to hear each side's story over a cup of coffee. Now it is likely that several issues instead of one are presented. Witnesses are called, examined, and cross-examined. Letters, documents, and other evidence in addition to the collective bargaining contract are submitted. Precedents are cited. All of this takes time, and when the hearing is over, the arbitrator must still wait until he receives the transcript and the various briefs before he can decide the case.

During the last week in March, I acted as chairman of an arbitration board. The hearing lasted 3 days. I came away from the hearing with a sheaf of notes and a stack of exhibits which took hours to examine. A month later the transcript of 500 pages was completed. A month after that the opening briefs were filed. One was 60 pages long and cited 60 cases as precedents, all of which had to be checked. Two weeks later the

answering briefs were received, and after studying all of the evidence and arguments, the arbitration board met in executive session to reach its conclusions. The case ended on July 13, 3½ months after the hearing. Such arbitration is expensive, but it was the parties and not the arbitrator who devised the complicated and costly system.

The increasing cost of arbitration has had some salutary consequences. Unions and companies are screening their cases more carefully before allowing them to go to arbitration, and they are preparing them better to expedite the process. In my opinion, it is not the increasing cost in terms of money that is the real danger to the arbitration process, but rather the increasing cost in terms of time.

Suggestions for Improvement

The problem no longer is to gain acceptance of the arbitration idea, as it was some 15 or 20 years ago, but to improve the process and keep it from losing its efficiency. I think this can be done, and suggest the following toward this end:

Labor disputes should be carefully screened to prevent those which should be settled early in the grievance procedure from reaching arbitration, the terminal point.

Excessive legalism also should be avoided. The parties must accept the responsibility to prepare their cases thoroughly, but to decide a case on the basis of a technical error in presentation does not accomplish the purpose of arbitration.

Unnecessary delays to the final completion of arbitration cases should be eliminated. Not every case deserves a verbatim transcript, briefs, or even an outside expert to handle it. A straightforward exposition of the problem often is sufficient. Much depends upon the honesty and good faith of the parties.

And, finally, the arbitrators should strive to improve the standards of their profession. They too may benefit through education. The qualifications for arbitrators embrace more than a background and interest in industrial relations, including a thorough understanding of the arbitration process. Arbitrators must realize that their position requires the highest ethical behavior, not only as to the handling of cases, but also as to all other aspects, not excluding the charges they make for their services.

Papers From the Fall AMA Personnel Conference

EDITOR'S NOTE.—*The two articles which follow are excerpts from papers presented at the annual Fall Personnel Conference of the American Management Association in New York, September 21-23, 1959. Minor changes in wording have been made and suspension marks to denote deletions have not been indicated in the interest of readability.*

Some Problems of Change

CHANGE is an important part of American industry. Perhaps this is nowhere more apparent than in the oil industry. Change has been a ceaseless process throughout the one hundred years since the drilling of the first oil well. While change has been characteristic of our industry for the past century, its pace in recent years has been faster than any of us has ever experienced. In some respects, there has been a broader and more frequent shifting in the past 10 years than in the preceding 25.

This acceleration has had an impact on labor relations. It has challenged traditional employee relations concepts. It has caused unions to react differently because of new strains—byproducts of change itself.

In our company, change has been most dramatic in our refining operations. Technological improvements have enabled many of our operating units to increase product volume without a corresponding growth in employment. Indeed, in a number of units, hiring of wage earners was virtually stopped in 1952 and a program of personnel attrition was undertaken as a means of reducing the surplus.

Subsequently, however, we found that attrition was too slow a means of resolving the problem. Just when our predictions for an efficient force seemed to be working out, another change would descend upon us, one we had to accept in order to stay competitive. Any overmanning thus

became even more acute. By 1957, we reluctantly turned to encouraging early retirement and eventually were compelled to resort to layoffs. Perhaps this was one of the biggest changes of all. In a company with a reputation for stable employment, forced reduction itself was a radical departure from what had been the norm.

As the reduction in the work force began to take effect, a new problem arose involving new ways of handling work assignments with a streamlined organization. We have had to restructure our operating organization, and many workers were exposed to retraining in order to fit into the new work arrangements.

It is no wonder, then, that these changes have had a profound effect on the unions. In general we deal with local independent unions. Historically, for us and for our employees, these independent unions have been quite successful, both with respect to gaining good working conditions and in their ability to help maintain an atmosphere of mutual respect and cooperation. Certainly they've succeeded in avoiding strife. But 6 years of restricted employment, followed by job reductions, coupled with a new way of working have had an impact on our relations with these independent unions. Our objective has been to work out solutions to these problems but it is only natural to expect that there would be some strain.

Labor Relations During Change

As a result of our experience, we believe we have learned something about handling labor relations problems associated with change. Probably all these lessons could be summed up by saying that we have learned that it is necessary to appreciate the points of view of others. We can consider these lessons in three separate but related areas.

First, we have come to realize that in introducing and implementing change, an all-out effort for achieving greater participation and personal involvement of supervisors is important. This is to say that in those activities where we involved supervisors at all levels in the development and introduction of change, we had the greatest acceptance. A conviction on the supervisors' part of the inherent worth of a new operating procedure can strengthen management's hand in gaining general acceptance.

In one of our plants, we had a good opportunity to test this principle. Seven years ago, a new program was developed by a very small number of top level management people. Very early, it encountered supervisor resistance. Less than 2 years ago, another new program was conceived at the same plant. This time, the broad concept of the plan was developed by top management who passed the idea down to a committee of 25 supervisors who would later have the task of administering it. They worked out the details of the plan which was then submitted to all 250 supervisors for their comments and suggestions. A considerable number of changes resulted from these comments. We feel sure that this method was largely responsible for the successful acceptance of the change.

This concept does not imply that it is possible to accept all the ideas and suggestions received. But it is possible to inaugurate programs with greater probabilities for success if the first line foreman is involved from the outset.

It has [also] become clear to us that the probability of success is greater if union participation, in its true sense, can be achieved. Perhaps the need for seeing the other fellow's point of view is greatest when we talk about the unions. This points up the need for patience and understanding. We have failed in those instances where we have not permitted sufficient discussion and where we have become impatient with others' unwillingness to accept our point of view.

We are convinced that we must make efforts to convince the union that a given proposal makes sense, and that, compared with the available alternatives, it promotes rather than endangers employee security. In negotiating with the unions, we found it helpful to avoid actions or positions which cause the union to commit itself publicly against the program as a whole. Temporary compromise on some points can be preferable to full-scale union opposition.

Many people like to philosophize that change is good. Over a period of time, it enlarges opportunity and increases the total number of jobs in the economy. But this is not always true in the case of individual plants or individual employees. Consequently, it is not very reassuring to the employees in industries where severe dislocations are taking place or employment cuts are anticipated.

But competitive forces seldom allow management to slow the pace of change for the sake of the stability of employment. What, then, can we do to bolster morale and keep productivity high?

Certainly, we must redouble our efforts to know what employees are thinking. Special efforts are needed to determine as objectively as possible employee reaction to change—even ahead of time, if possible. Once an accurate gage of employee attitude is secured, fears which are groundless can be dispelled and the proposed change put in a light which minimizes basic—and thoroughly understandable—employee resistance. This does not get rid of the unpleasant facts that exist and must be faced. But even these chores, however rough, can be lessened by handling in a way that is direct, fair, and honest.

The best communication efforts are demanded to describe and explain a new program once it has been decided upon, first in broad concept and later in specific detail.

I cannot talk on this subject of change without commenting on the importance of upward communication. Provision for upward communication is vital in the whole approach to effecting change. Here we cannot overlook the supervisor as a main channel. For one thing, this kind of upward communication is probably the fastest. Speed in getting the feedback from employees may allow the early incorporation of worthwhile ideas and suggestions which can help gain acceptance of the program.

It is impossible to overstress the importance of being sensitive to employee views. And we must listen, even when disquieting information is the result. Perhaps the most important thing we have learned is that all levels of management must guard against hearing only what they want to hear.

We in Esso are staking much upon the investments in supervisory training in these directions. We have the conviction that through improved supervisory skills and better concepts of participative leadership, we will be able to continue to make progress, stimulate greater productivity, and at the same time, keep the support of our organization.

—JAMES N. GORRINGE
Employee Relations Manager
Esso Standard Oil Co.

Planning for Tomorrow

IN PLANNING for tomorrow what can we expect? Will management do the planning or let labor do the forward thinking? Let's examine some of the areas that warrant study and our continued attention and thought:

Shorter Working Time

Whether this will take the form of a shorter workday and/or a shorter workweek is open to speculation. It may be impossible for a continuous plant operation to reduce the work hours in a day (the three 8-hour shifts). There the pressure may be for a 4-day week. Besides the problem of fewer production hours, there is the matter of capital investment. Capital investment costs will, in most instances, dictate continuous plant operation. Either the work force [must] produce more in less time to keep the same output levels, or it [will be] necessary to increase the work force. Productivity of the worker here, whether measurable by a formula or not, will have to be understood before decisions can be made.

Even now the 40-hour week is slipping into history. A Labor Department survey of 6 million workers indicates that 45 percent of office workers have a scheduled workweek shorter than 40 hours, not counting time out for coffee breaks. An estimated 97 percent of the members of the International Ladies' Garment Workers' Union have only a 35-hour workweek. Fewer than 40 hours is also the rule for most workers in brewing, baking, rubber, publishing, and the building trades. There will continue to be pressure for a shorter workweek, and, in my estimation, the number of work hours in a week will be reduced in a number of industries in the near future.

More Automation

As wage costs continue to increase, industry will examine more and more this technique of reducing costs. This subject is of concern to us for another reason. Use of highly technical equipment with electronic features and other complicated components will create the need for a new type of specialist for both operation and maintenance. Yesterday, our skilled craftsmen commanded the

top wages; tomorrow, it will be the relatively small core of highly trained individuals necessary to run and maintain the many types of new equipment our engineers will design.

The effect of automation will require the use of the maximum skills of the wage and salary staff. Automation will have a marked effect on the work force composition. We recognize the need for evaluation of the highly skilled technical jobs necessary to run and maintain our operational colossus. But what of the operator of the component units, the units that have been engineered to the extent that the operator does not control either quantity or quality, makes practically no operation decisions, exerts little or no physical or mental effort—will this worker justify the relative position he has in today's wage structure? Should he be paid less because he contributes less, the same because he is a victim of circumstances over which he has no control, or more because of increased productivity?

Wage Incentives

The use of wage incentives has been on a plateau for some time. Since the days of Frederick Taylor, many methods and forms of wage incentives have been developed. But companies in a number of instances have let their programs in this area slide; rates become out of date and then the plans are shelved or thrown out.

This is one of the most fertile fields for new thoughts, new ideas, and new techniques available to us today. Mr. John Dale, president of the George Elliott Co., Inc., a management consulting firm, recently analyzed what happened in 305 companies that had installed sound wage incentive plans. Average productivity increased 63 percent, average employee earnings went up 20 percent, and average unit labor costs went down 25 percent. Certainly the utilization of a wage incentive plan warrants your attention. It's one area that is still largely unexplored in the compensation field.

The Shift From Blue to White Collar

The Bureau of Labor Statistics provides some interesting statistics on this [movement]. In 1956, for the first time, white-collar workers outnumbered blue-collar workers. Their growth has been

remarkable. In 1910, they accounted for only 22 percent of the labor force. During the next 6 years, it is projected that they will continue to increase faster than the labor force as a whole.

Since 1950, the fastest growing occupational group has been the professional and technical workers. Within this group, scientists and engineers increased at a much faster rate than doctors, lawyers, teachers, and ministers. Reinforcing this trend has been the rapid increase of technicians such as draftsmen, engineering aids, and electronic specialists.

Automation will become prevalent, far in excess of today's use, in offices. Automatic data-processing equipment will be introduced in every conceivable area, with its attendant problems to the job evaluation technician. While this trend continues, management will have the opportunity, where white-collar workers are unorganized, to determine and set rates of pay based on proper job studies.

Change in Fringe Benefits

There will be a continued liberalization of benefits. These will be of two basic types, excluding those prescribed by law such as unemployment compensation, Social Security, and workmen's compensation. The first is pay for time not worked—holidays, the paid coffee break, vacations, time off for jury duty. It would appear from the national surveys that the trend for liberalization continues. As an example, those industries or companies that still do not provide for 3- and 4-week vacations will need to at least reexamine whether they are competitive enough in this area to attract and retain qualified workers.

In 1947, 6.6 percent of payroll was spent for time not worked, including paid rest periods and paid lunch periods. In 1957, this figure was up to 10.3 percent. I hesitate most to speculate on changes here. It would seem, however, that while we will continue to see increases in this area, the change in the next 10 years should not be as great as that for the past 10 years.

In the area of hospital and surgical plans, life insurance, and retirement plans, the trend, with inflation, for increased benefits will continue. The cost question is the one that is most difficult to answer. Will industry provide more and more for all aspects of an employee's welfare or will

the employee, with increased benefits, pick up a proportionate share [of the cost]?

Shorter working time, coupled with the prospective increased availability of manpower, will lead to more liberal and early retirement provisions, perhaps to deferred compensation in forms seen today only for executives at the higher levels. Employee and retiree participation in corporation profits and other contributions to later life income will also be possible further areas of change.

A matter of vital concern to a cost-conscious management is the gradual increase in the percent of total compensation for the payment of benefits that do not show up in the pay check. These are in many instances benefits which the workers are trusting that the company will deliver at some future time. Leland Hazard sums it up in this way:

But this confidence will be misplaced unless there is a wider recognition of the inescapable connection between costs and prices—or, to put it another way, until management can convince labor that lower costs will result in lower prices, lower cost of living, better economic health for America.

Nonfinancial Incentives

This is one of those intangible areas where there are many diverse opinions. Let me briefly discuss one. If a man starts to work at age 20 and continues to age 65 he has worked over two-thirds of the time he is on this earth, whatever the number of hours in the workweek. We know why men work, but we are not as certain as to what continues to motivate them to do other than the minimum job to warrant continuance as an employee. As the demand for highly skilled operators increases, this type man, who controls an assembly line, can probably bring to a job a pride that was once enjoyed by the skilled craftsman. How are the other workers motivated? A large part will still rest on good employer-employee relations, being part of the team, etc. The desire for recognition continues to exist; it needs to be stimulated. Generally this is a subject many of us prefer to place over on one side. More thought to and use of nonfinancial incentives can pay off in unexpected dividends.

—BURTON E. BAUDER

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State Workmen's Compensation Legislation in 1959

WORKMEN'S compensation legislation was enacted in 1959 in almost all of the 47 States¹ and Puerto Rico whose legislatures met in regular session. A total of more than 200 workmen's compensation acts were passed. Among the major amendments were benefit increases in 29 States and measures relating to coverage in almost half of the States, including compulsory coverage for all farmworkers in California. An occupational disease law was passed in Montana for the first time. Connecticut made its workmen's compensation law compulsory rather than elective, and New Hampshire deleted a provision in its law which permitted employees to reject coverage under the act. In keeping with recent trends, some coverage of radiation diseases was effected in five States, and time limits for filing claims for such diseases were liberalized in nine States. Connecticut, for the first time, provided for rehabilitation for workmen's compensation claimants, and Connecticut and Oregon broadened the subsequent-injury fund provisions of their workmen's compensations laws.

Benefits

Cash Benefits. Cash benefits payable to injured workers covered by workmen's compensation laws were increased in 29 States in 1959.² They were raised for death and all major types of disability in all but five of these States. Of the five, Delaware and Oregon raised benefits for all but death, and North Dakota for all but permanent-partial disability; Idaho increased benefits for permanent-partial disability only, and Hawaii for permanent-partial and certain permanent-total disability cases.

Connecticut adopted a new method of setting weekly rates by providing that the maximum weekly benefit shall be 55 percent of the "average production wage" in the State for the current year. The average wage is to be determined annually by the State Labor Commissioner, in accordance with standard procedures for the determination of average production wages established by the Bureau of Labor Statistics of the U.S. Department of Labor.

The accompanying table shows increases in maximum weekly benefits for temporary-total disability in 1959. Maximum rates were raised by \$15 a week in 2 States, by \$5 to \$15 in 14 States,³ and by less than \$5 in 9 States. The weekly maximum was not raised in Alaska or Oregon; but Alaska raised the total maximum payable, and Oregon increased the weekly benefits for a worker with a wife and from one to five children inclusive (the maximum weekly benefit for a wife and six or more children was not increased). There are now 15 States and the District of Columbia that pay maximum weekly benefits equal to \$50 or more for temporary-total disability. Maximum rates of \$40 or more but less than \$50 are paid by 14 additional States. Twenty-one States and Puerto Rico still set maximum benefits of less than \$40 a week.

Medical Benefits. Changes were made in the medical benefit provisions of 14 States.⁴ Alaska repealed its former 4-year limit and provided for unlimited medical benefits. New Mexico, on the other hand, set a ceiling of \$15,000 on medical expenditures; formerly, the courts were not limited in the amounts they could award for this purpose. This change affects accidental injuries only; the provision for occupational diseases remains unlimited.

The dollar maximums on medical benefits were raised from \$2,500 to \$5,000 in Iowa and Vermont; from \$1,000 to \$2,000 in South Dakota; and from \$1,500 to \$1,800 in Tennessee. In Colorado, the maximum was raised from \$1,500 to \$2,000 for occupational diseases only.

Other amendments this year dealt with various aspects of medical benefits, and most of them liberalized the provisions. For example, additional services or benefits were specified in connection with artificial appliances in Iowa, Maine, Ohio, Oregon, and Washington, and for travel

¹ All but Kentucky, Mississippi, and Virginia.

² Alaska, California, Colorado, Connecticut, Delaware, Florida, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Massachusetts, Maine, Missouri, Nebraska, Nevada, New Hampshire, New Mexico, North Dakota, Ohio, Oregon, South Dakota, Tennessee, Utah, Vermont, West Virginia, Wisconsin, and Wyoming.

³ In Connecticut, the maximum under the 1959 law will be variable from year to year (see footnote 3 of table).

⁴ Alaska, Colorado, Iowa, Kansas, Maine, Missouri, Nevada, New Mexico, Ohio, Oregon, South Dakota, Tennessee, Vermont, and Washington.

INCREASES IN MAXIMUM WEEKLY BENEFITS FOR TEMPORARY-TOTAL DISABILITY EFFECTED BY 1959 AMENDMENTS TO STATE WORKMEN'S COMPENSATION LAWS

State	Former maximum ¹	New maximum ¹	Amount of increase
Alaska.....	(²)	(²)	(²)
California.....	\$30.00	\$65.00	\$35.00
Colorado.....	36.75	40.25	3.50
Connecticut.....	45.00	55 percent of State's average production wage.	(³)
Delaware.....	35.00	50.00	15.00
Florida.....	33.00	42.00	7.00
Illinois.....	45.00	51.00	6.00
Indiana.....	36.00	39.00	3.00
Iowa.....	32.00	44.00	12.00
Kansas.....	34.00	38.00	4.00
Maine.....	35.00	39.00	4.00
Massachusetts.....	\$40.00 plus \$6.00 for each dependent.	\$45.00 plus \$6.00 for each dependent.	5.00
Missouri.....	37.50	45.00	7.50
Nebraska.....	34.00	37.00	3.00
Nevada.....	51.92	57.12	5.20
New Hampshire.....	37.00	40.00	3.00
New Mexico.....	30.00	38.00	8.00
North Dakota.....	45.50	53.00	7.50
Ohio.....	40.25	49.00	8.75
Oregon.....	(⁴)	(⁴)	(⁴)
South Dakota.....	30.00	35.00	5.00
Tennessee.....	32.00	34.00	2.00
Utah.....	47.25	49.50	2.25
Vermont.....	\$30.00 plus \$2.00 for each dependent child under 21.	\$36.00 plus \$2.00 for each dependent child under 21.	6.00
West Virginia.....	33.00	35.00	2.00
Wisconsin.....	49.00	54.00	5.00
Wyoming.....	46.16	53.08	6.92

¹ In cases where the law provides for a range of maximum benefits, according to the number of dependents, only the highest figure in the range is shown.

² The maximum weekly amount of \$100 was not changed, but the benefit period was changed from 24 months to "period of disability," subject to a total maximum of \$20,000.

³ The 55 percent will mean a maximum of \$50 beginning in October 1959, according to the Connecticut Labor Department.

⁴ Oregon had a maximum weekly benefit range of \$30-\$66.92. The 1959 law raised the maximum weekly benefit to a worker without dependents from \$30 to \$32.31 and made other increases for workers with some dependents. However, no change was made in the maximum payable to a worker with a wife and 6 or more children, thus leaving the upper limit at \$66.92.

expenses in connection with medical benefits in Kansas and Missouri.

Burial Benefits. Maximum burial benefits were raised in seven States: to \$600 in Kansas; to \$500 in Alaska, Idaho, and Ohio; to \$450 in Maine; to \$350 in New Mexico; and to \$300 in Vermont. Effective with the passage of the 1959 laws, only three jurisdictions—Arkansas, Puerto Rico, and Texas—provide burial benefits of less than \$300.

Special Benefits. A few of the laws concerned special types of workmen's compensation benefits. For instance, benefits for volunteer firemen were increased in Connecticut, Nebraska, and New York. In New Mexico, the 1959 enactment authorized courts to award additional permanent-partial disability benefits for a period not to exceed double the one specified in the schedule if an arm or a leg is amputated and the workman, because of advanced age or lack of education or training,

will be disabled for a longer time than specified in the schedule. California increased the additional compensation which may be allowed if the injury results from serious and willful misconduct of the employer.

Waiting Period and Retroactivity

Six States liberalized the provisions of their laws relating to the period a worker must be disabled before he becomes eligible for workmen's compensation benefits. Connecticut reduced this waiting period from 7 to 3 days. Florida, while increasing the waiting period from 4 to 7 days, provided that if the disability lasts 21 days, benefits are retroactive to the first day of disability. Alaska also provided retroactivity for the first time, effective if the worker is disabled 28 days or more. The minimum period of disability before benefits are retroactive was reduced in Connecticut from 10 to 7 days, in Illinois from 28 to 21 days, and in Ohio from 5 to 3 weeks. A Wyoming amendment specified that the day of the injury shall be included in determining the waiting period as well as the period of retroactivity, unless the worker received full wages for that day.

Coverage

The 1959 amendments to the Connecticut workmen's compensation law extended coverage to employers of two or more employees rather than three or more, and in New Hampshire to employers of three or more instead of five or more. Connecticut also made its law compulsory rather than elective, and New Hampshire deleted a provision in its law which permitted employees to reject coverage under the act.

Additional Occupations. Among occupations and establishments added to coverage in Oregon were restaurants, garages, service stations, garbage collectors, window cleaning, and forest firefighting; in Washington, janitors, chambermaids, elevator operators and maintenance men employed in apartment houses, office buildings, and stores; in Wyoming, television stations, stockyards, bartenders, and workers at missile bases who are not in the employ of the U.S. Government. Under an amendment in Oklahoma, a member of a partner-

ship who is an active worker in a hazardous occupation was declared to be an employee and subject to the act, and voluntary coverage was authorized for other partners.

Amendments in two States affected farm employees. Wyoming deleted its former compulsory coverage of certain farmworkers and now covers all farmworkers only if the employer elects coverage; if he does so elect, he may not withdraw for 5 years. California extended compulsory coverage to all farmworkers, thus placing them on the same footing under the law as all other covered workers; formerly there was elective coverage for employees of farm operators whose payroll for the year was \$500 or more, and voluntary coverage for others. There are now six jurisdictions—California, Connecticut, Hawaii, Ohio, Vermont, and Puerto Rico—that cover farmworkers in the same manner as other workers.

About a dozen States extended coverage to certain groups of public employees. These included all public employees in Oregon, regardless of whether or not they are engaged in hazardous occupations; elected officials in Hawaii and Ohio; certain appointed officials in Nevada and North Carolina; volunteer civil defense trainees in North Dakota; uniformed personnel of the State highway patrol, other law enforcement personnel, and all persons engaged in hazardous employments at State prisons, mental hospitals, and schools for the mentally retarded in Oklahoma; county highway engineers in Minnesota; persons receiving relief who are assigned to work projects in Delaware; and certain prisoners in Maryland.

Occupational Diseases. An occupational disease law, covering 22 specified diseases, was passed in Montana for the first time. It provided maximum medical, death, and total-disability benefits only, and in the same amounts as those set for injuries under the State's workmen's compensation act, except that the length of time during which medical benefits may be paid, limited to 36 months for accidental injuries, is unlimited in the occupational disease act. A \$1,000 maximum for medical benefits was set for an employee suffering from an occupational disease when he is able to continue his employment while being treated. This act

also provided limited benefits for employees who are discharged or transferred because of a non-disabling occupational disease or who, on the advice of a medical panel, quit work because of an occupational disease.

Kansas added brucellosis contracted by employees who work in rendering plants to its schedule of covered diseases, and Maine added dermatitis and pyoderma. Missouri specified that loss of hearing due to industrial noise shall be considered an occupational disease and enacted special provisions on the determination of hearing loss. However, the act specifically permits employers to reject coverage for such loss of hearing. Another 1959 provision in Missouri was that an employee shall be conclusively deemed to have been exposed to the hazards of an occupational disease when for any length of time, however short, he is employed in an occupation or process in which the hazards of the disease exist.

Radiation Diseases. Coverage of radiation diseases was included in the schedule of compensable diseases in Iowa, Maine, Montana, New Hampshire, and Tennessee, and was specifically listed as an occupational disease in Missouri and Ohio, which already had full coverage of occupational diseases. In addition, Kansas amended its coverage of radiation diseases to include specific reference to "ionizing radiation." Some coverage of radiation diseases is now specified in the workmen's compensation laws of every State but Alabama, Mississippi, and Wyoming; through full coverage of occupational diseases in 29 States, the District of Columbia, and Puerto Rico, and specific inclusion in the schedule of occupational diseases in 18 additional States.

In the case of radiation or other slowly developing occupational diseases, it is most important that ample time for filing claims is provided. Time limits for filing claims were liberalized for occupational diseases in general or for radiation diseases specifically in nine States—Alaska, Iowa, Kansas, Maine, Missouri, Montana, Ohio, Oregon, and Texas. Due to this 1959 legislation, in all of these States except Kansas, the period within which claims must be filed is now based on the date the worker first knew that he had the dis-

ease; this makes 16 States in all where the time limit for filing claims is based on the worker's knowledge. The Kansas amendment exempted radiation diseases from the time limit set in the law for other occupational diseases and provided instead that claims for these diseases must be filed within 3 years after the date of termination of employment by the last employer where exposure occurred.

Although liberalized in these respects, six of the nine laws retained or added other time limit provisions that would restrict to some degree the worker's eligibility to receive benefits for a radiation disability. For example, benefits are payable only if disablement results within 2 years after the last injurious exposure in Iowa; within 8 years after the last exposure in Ohio; and within 1 year from the date of the last employment by the employer from whom compensation is claimed in Montana. Missouri made radiation diseases compensable only if the claimant's exposure occurred during a 90-day period with one employer.

Rehabilitation

Four States enacted legislation relating to rehabilitation. For the first time, Connecticut authorized rehabilitation payments, providing maximum weekly benefits of \$15, payable in addition to temporary disability benefits. Utah raised from \$700 to \$735 the maximum amount payable to its Division of Rehabilitation for the rehabilitation of an injured worker, while Ohio increased from \$20 to \$40.25 the maximum weekly maintenance benefits during rehabilitation. Florida authorized its Industrial Commissioner to assist an injured worker to obtain rehabilitation services if there is a reasonable probability that the worker receiving such services will require less care and attendance as well as if there is a reasonable probability that he can become employed or can increase his earnings.

¹ A subsequent- or second-injury fund is a special fund set up within the workmen's compensation system to insure that a handicapped worker who suffers a subsequent injury on the job will receive full compensation to cover the resultant disability, at the same time insuring that the employer need pay only the benefits that are due for the subsequent injury. The subsequent-injury fund pays the difference between what the worker actually receives from the employer and what he would have received for his resulting condition if there had been no prior disability.

Subsequent Injuries

Provisions for subsequent-injury funds¹ were liberalized in Connecticut and Oregon. Formerly, in both of these States, benefits were payable only for permanent-total disability resulting from loss or loss of use of specified members (i.e., limbs, eyes, etc.) in both the preexisting disability and the subsequent injury. Both States removed this provision. In Connecticut, benefits were made payable in case of subsequent injuries for increased permanent-partial disability as well as for permanent-total disability, and Oregon made provision for permanent-total disability resulting from any combination of injuries.

On the other hand, four States enacted legislation that may limit benefits for a worker receiving a subsequent injury. In making permanent a temporary provision passed in 1955, California specified that the preexisting disability must be one which "affects" a hand, arm, foot, leg, or eye, and the subsequent injury must (1) equal 35 percent or more of total disability or else (2) affect the opposite and corresponding member and equal 5 percent or more of total disability. Prior to 1955, benefits had been paid for any combination of first and subsequent injuries resulting in at least 70 percent of permanent-total disability regardless of the type of preexisting or subsequent injury.

Under a Kansas amendment, a person who has some physical defect that increases the risk of injury may now waive compensation from the employer for injury or death resulting directly or indirectly from the defect. In spite of the waiver, such a worker, when injured, is entitled to some benefits under the law, but they are reduced. If, after the waiver, he suffers permanent-total disability as a result of a combination of injuries, he is entitled to payments equal to permanent-total disability less those for the subsequent injury.

In New Mexico, where there is no subsequent-injury fund, a 1959 amendment authorized the employer to require a present or prospective employee to file a physician's certificate showing any preexisting disability; if such an employee thereafter sustains a compensable accident he shall be entitled to benefits only for the portion of

disability attributable to the subsequent injury. A similar provision was included in the new Montana occupational disease law, which does not provide for a subsequent-injury fund. This law authorized an employer to require a physical examination of an applicant or present employee; if the employee, though not disabled, is afflicted with an occupational disease, the employer is not liable for future disability resulting from the disease.

Other Actions

Among other significant legislative measures were acts passed in Connecticut and New York to provide for paying awards in cases where the employer is uninsured or defaults in payment of compensation. The Connecticut law specified that moneys in the subsequent-injury fund shall be used for this purpose. The New York law established a special fund for this purpose, to be financed by an initial \$50,000 appropriation and by the collection of assessments, fines, and judgments against uninsured employers. Payments from the fund on awards for current injuries may begin when it reaches \$300,000.

In addition to amendments relating to filing claims for radiation or other occupational diseases, a few States passed acts relating to the period within which claims for accidental injuries must be brought. This period was lengthened to 1 year rather than 6 months after injury in Colorado, to 2 years rather than 1 year after injury or death in Hawaii, and to 1 year after discovery rather than 1 year after date of injury in Wyoming for cases of injuries not readily apparent.

The Legislative Council in Colorado was directed to study the adequacy of occupational disease coverage under the laws of that State, and the Legislative Council in Kansas was asked to study all phases of the Kansas workmen's compensation law and administration. A report is to be made to the 1961 legislatures in both States. In California, the Department of Education was authorized to continue a study of the problems of rehabilitation of industrially disabled workers.

—**BEATRICE MCCONNELL**
Assistant Director for State Services
Bureau of Labor Standards

Earnings in Gray Iron Foundries, April-June 1959

EARNINGS of production and related workers in gray iron foundries averaged more than \$2 an hour, exclusive of premium pay for overtime and for work on holidays, weekends, and late shifts, in each of 12 areas studied by the Bureau of Labor Statistics during April through June 1959.¹ Individual workers' earnings in nearly every area varied by as much as \$2 an hour. Wood pattern-makers, molders, and coremakers were generally the highest paid of the occupational groups studied. Material handling laborers or shakeout men usually had the lowest average hourly earnings.

The study also provides information on certain establishment practices, including scheduled hours of work, paid vacations, paid holidays, and health, insurance, and pension plans.

Industry Characteristics

The survey included establishments primarily engaged in manufacturing gray iron castings, except pipes and fittings. These foundries generally operate on a job or order basis, producing castings for sale to others or for interplant transfer.

Total estimated employment in the establishments within the scope of the study² was comparatively small in each of the 12 areas studied—fewer than 1,000 workers in 6 areas and more than 2,000 only in Cleveland and Pittsburgh. Establishments employing as many as 500 workers were found only in Cleveland and Detroit.

Women accounted for less than 3 percent of the production workers in each of the 12 areas. They were usually employed in the making of cores, especially in core cleaning and assembling. Other occupational groups in which women were found included welding, casting inspection, and laboratory and janitorial work.

Establishments with collective bargaining agreements covering a majority of their workers employed four-fifths or more of the production workers in each of the areas studied except Hartford

¹ A more comprehensive account of this survey is presented in forthcoming BLS Report 151, *Wage Structure: Gray Iron Foundries, April-June 1959*. For the areas covered and the payroll periods studied, see tables 1 and 2.

² The study was limited to foundries employing 20 or more workers at the time of reference of the universe data.

and Los Angeles-Long Beach. In these two areas, the proportions were approximately one-fourth and one-half, respectively.

Incentive wage payment plans applied to almost three-fifths of the production workers in Cleveland, about two-fifths in Cincinnati and St. Louis, three-tenths in Detroit and Hartford, and from about one-tenth to one-fifth in the remaining areas.

Provisions for cost-of-living wage adjustments for production workers were in effect in some of the foundries in six areas. The proportion of workers employed in foundries which had such provisions were as follows: Pittsburgh, 56 percent; Detroit, 44 percent; Cleveland, 38 percent; St. Louis, 13 percent; Chicago, 11 percent; and Cincinnati, 5 percent. In all instances, the adjustment formulas were based on the BLS Consumer Price Index.

Average Hourly Earnings

Production workers in gray iron foundries in the 12 areas studied averaged from \$2.06 an hour in

Hartford to \$2.50 in San Francisco-Oakland in April-June 1959, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts (table 1). In Detroit and Pittsburgh, earnings averaged 2 and 3 cents, respectively, below the average for San Francisco-Oakland. Average earnings were quite similar in five areas (Cincinnati, Cleveland, Los Angeles-Long Beach, Minneapolis-St. Paul, and Philadelphia), ranging from \$2.20 to \$2.27.

Individual workers' earnings varied by as much as \$2 an hour in nearly every area and by more than \$3 in some instances. Contributing to this dispersion of earnings were such factors as the wide range of skill requirements, differences in establishment pay levels, and variation in earnings within job classifications under incentive pay plans.

The proportions of workers earning less than \$2 an hour differed considerably among the 12 areas, ranging from less than 2 percent in San Francisco-Oakland to almost 60 percent of all production workers in Hartford. As indicated

TABLE 1. PERCENTAGE DISTRIBUTION OF PRODUCTION WORKERS IN GRAY IRON FOUNDRIES BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ 12 SELECTED AREAS,² APRIL-JUNE 1959

Average hourly earnings ¹	Chicago	Cincinnati	Cleveland	Detroit	Hartford	Los Angeles-Long Beach	Minneapolis-St. Paul	Newark-Jersey City	Philadelphia	Pittsburgh	St. Louis	San Francisco-Oakland
\$1.00 and under \$1.10											0.3	
\$1.10 and under \$1.20		0.7		0.1	0.2	0.1					.1	
\$1.20 and under \$1.30	0.1		0.1	.1		3.2						0.4
\$1.30 and under \$1.40						1.6			0.5			.6
\$1.40 and under \$1.50					3.9	.5					1.0	
\$1.50 and under \$1.60	.5		.1		.5	.5	0.2		.2			
\$1.60 and under \$1.70	2.7	1.6	.7		10.8	.5	.2			.8	.7	
\$1.70 and under \$1.80	.5	3.0	10.3	.3	16.1	3.5		13.1	2.4	1.2	7.3	.2
\$1.80 and under \$1.90	.1	14.8	13.6	2.6	11.6	4.0	2.7	15.4	7.3	4.0	18.0	
\$1.90 and under \$2.00	8.4	23.3	9.9	4.7	10.0	6.2	14.6	14.9	27.0	7.2	21.0	
\$2.00 and under \$2.10	15.0	9.5	7.2	11.9	6.8	18.9	19.0	14.9	6.6	7.6	11.5	.2
\$2.10 and under \$2.20	15.9	6.0	9.8	13.2	5.2	13.3	6.8	9.7	6.4	10.9	7.6	22.1
\$2.20 and under \$2.30	8.5	6.0	9.9	11.5	5.6	6.1	8.0	2.7	6.6	8.3	5.1	16.9
\$2.30 and under \$2.40	8.0	4.9	9.4	8.8	2.9	9.8	11.2	12.4	20.7	7.8	4.3	13.6
\$2.40 and under \$2.50	6.5	14.3	6.2	8.3	2.3	3.5	25.1	8.1	5.7	11.2	4.0	1.9
\$2.50 and under \$2.60	6.2	4.2	5.2	10.5	3.0	13.1	6.8	1.2	2.8	7.8	6.4	1.0
\$2.60 and under \$2.70	9.9	2.3	2.9	9.8	2.3	3.1	.7	1.4	3.3	5.9	2.5	4.1
\$2.70 and under \$2.80	7.7	1.4	3.6	3.9	1.4	4.2	1.0	1.2	.9	6.2	1.4	19.2
\$2.80 and under \$2.90	3.2	1.1	2.9	.6	2.2	.7	.7	1.5	1.0	4.9	1.0	10.5
\$2.90 and under \$3.00	2.1	2.1	4.2	.0	1.3	.8	.5	1.5	1.7	4.7	1.9	1.6
\$3.00 and under \$3.10	1.0	.5	1.2	1.1	1.4	.6	.2	.3	.9	1.5	1.3	.5
\$3.10 and under \$3.20	.6	.4	.8	1.3	1.3	.8	.7	.3	2.3	.8	1.3	2.5
\$3.20 and under \$3.30	.1	.7	.3	1.4	1.4	.6	.2	.3	.3	.2	.3	2.7
\$3.30 and under \$3.40	1.1	.5	.3	1.8	.7	.1	.2	.2	.2	.9	.7	.2
\$3.40 and under \$3.50	.2	.7	.3	1.3	.7	.4	.7	.5	.9	1.1	.2	
\$3.50 and under \$3.60	.6	.7	.5	1.5	.2			.2	.3	4.8	.5	
\$3.60 and under \$3.70	.3	.2	.2	1.3	.2	1.2				.3	.5	
\$3.70 and under \$3.80	.1	.2	.3			.2		.2	.9	.6	.2	
\$3.80 and under \$3.90	.2	.2		.4						.6		1.0
\$3.90 and under \$4.00	.1		.3	.3	.7				.2	.1		
\$4.00 and over	.2	.8	.2	2.2	.9	1.8			.5	.4	.7	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,603	567	1,926	1,575	556	1,651	410	590	575	1,765	1,964	485
Average hourly earnings ¹	\$2.36	\$2.20	\$2.24	\$2.48	\$2.06	\$2.27	\$2.26	\$2.12	\$2.24	\$2.47	\$2.16	\$2.50

¹ Excludes premium pay for overtime and for work on weekends, holidays and late shifts.

² The areas included in this study are standard metropolitan areas as defined by the U.S. Bureau of the Budget, except: Chicago (Cook County);

Hartford (also includes New Britain-Bristol); Newark-Jersey City (Essex, Hudson, and Union Counties); and Philadelphia (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.).

NOTE: Because of rounding, sums of individual items may not equal 100.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF MEN IN SELECTED OCCUPATIONS IN GRAY IRON FOUNDRIES IN 12 SELECTED AREAS, APRIL-JUNE 1959

Area	Payroll period	Chippers and grinders	Core-makers, hand	Core-makers, machine	Cupola tenders	Electricians, maintenance	Laborers, material handling	Maintenance men, general utility	Molders, hand, floor	Molders, hand, bench	Molders, machine	Pattern-makers, wood	Shake-out men
Chicago.....	June...	\$2.31	\$2.72	-----	\$2.43	\$2.76	\$2.09	\$2.41	\$2.71	\$2.70	\$2.52	\$3.38	\$2.21
Cincinnati.....	May...	2.00	2.66	\$2.40	2.30	-----	1.93	2.18	2.64	2.65	2.53	-----	2.03
Cleveland.....	June...	2.22	2.54	2.64	2.21	2.58	-----	2.39	2.71	2.75	2.51	-----	1.99
Detroit.....	May...	2.87	2.52	-----	2.38	-----	2.10	2.58	2.56	2.42	2.60	-----	2.07
Hartford.....	May...	1.90	2.06	-----	1.95	-----	1.63	2.21	2.57	-----	2.83	-----	1.95
Los Angeles-Long Beach.....	April...	2.21	2.60	2.90	2.33	2.64	-----	2.52	2.68	2.55	2.97	3.41	2.05
Minneapolis-St. Paul.....	June...	2.12	2.40	-----	2.38	-----	1.97	2.30	2.46	2.45	2.57	-----	2.14
Newark-Jersey City.....	April...	1.96	2.53	-----	2.12	-----	1.87	2.25	2.50	2.37	2.49	2.80	2.14
Philadelphia.....	April...	2.09	2.43	3.00	2.28	-----	-----	2.60	2.52	2.60	2.63	-----	1.95
Pittsburgh.....	April...	2.52	2.49	-----	2.22	2.81	2.06	2.55	2.51	2.70	2.42	2.91	2.20
St. Louis.....	May...	2.03	2.50	2.41	2.06	2.56	-----	2.23	2.60	2.61	2.67	3.16	2.05
San Francisco-Oakland.....	April...	2.37	2.86	2.88	2.46	-----	-----	2.91	2.83	2.80	2.97	3.88	2.30

¹ See footnote 1, table 1.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

in the following tabulation, there was much less difference among the areas in the percentage of workers averaging more than \$3 an hour during the pay period studied:

	Percent of workers earning—	
	Less than \$2 an hour	\$3 or more an hour
Chicago.....	12.4	4.5
Cincinnati.....	43.6	4.7
Cleveland.....	34.7	4.4
Detroit.....	7.9	13.0
Hartford.....	59.5	7.5
Los Angeles-Long Beach.....	20.1	6.6
Minneapolis-St. Paul.....	17.7	2.0
Newark-Jersey City.....	43.4	2.0
Philadelphia.....	37.4	6.8
Pittsburgh.....	13.6	11.0
St. Louis.....	48.7	5.7
San Francisco-Oakland.....	1.2	7.6

Occupational Earnings

Wood patternmakers were the highest paid of the occupational groups studied in each of the six areas for which data could be presented for this occupation.³ Their average earnings ranged from \$2.80 an hour in Newark-Jersey City to \$3.88 in the San Francisco Bay area (table 2). Molders and coremakers generally had the highest average earnings in the remaining areas.

Workers performing molding operations were classified in three groups—machine molders, bench molders, and floor molders. Machine

molding involves the use of one of several types of machines to compact sand in the molds or to facilitate turning of mold sections. Bench and floor molding refer to hand processes in which small or medium-size molds are usually prepared on a bench, and large molds or mold sections are constructed on the foundry floor.

Machine molders, with earnings averaging from \$2.42 an hour in Pittsburgh to \$2.97 in both Los Angeles-Long Beach and San Francisco-Oakland, usually had slightly higher average earnings than either floor or hand bench molders. In three areas, however, machine molders averaged less than either of the other two types of molders. In most areas, hourly averages of all three molder occupations were in the \$2.40 to \$2.80 range.

Hand coremakers also averaged \$2.40 or more an hour in 10 of the 12 areas. Earnings of machine coremakers ranged from \$2.40 to \$3 in the six areas for which data for this job could be shown.

Material handling laborers or shakeout men usually had the lowest average earnings among the occupational groups studied. In six of the seven areas for which data are presented for both of these occupations, earnings levels for shakeout men were from 10 to 32 cents an hour higher. Shakeout men averaged \$1.95 an hour in Hartford and Philadelphia, \$1.99 in Cleveland, and from \$2.03 to \$2.30 in the other areas.

³ This occupation did not appear in some foundries as patterns were purchased rather than built in the foundry.

The unusual relationships among the earnings of some of the selected occupational groups in a few areas, for example, where chippers and grinders averaged more than molders, were the result, at least in some instances, of the influence of incentive earnings. Chippers and grinders, when paid on an incentive basis, often work fewer hours per week than similar workers paid on a time basis.

Establishment Practices

Data were also obtained on work schedules and selected supplementary benefits, including paid holidays and vacations, retirement plans, life insurance, accidental death and dismemberment insurance, sickness and accident insurance, and hospitalization and surgical benefits.

TABLE 3. PERCENT OF PRODUCTION WORKERS EMPLOYED IN GRAY IRON FOUNDRIES WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,¹ 12 SELECTED AREAS, APRIL-JUNE 1959

Benefit	Chicago	Cincinnati	Cleveland	Detroit	Hartford	Los Angeles-Long Beach	Minneapolis-St. Paul	Newark-Jersey City	Philadelphia	Pittsburgh	St. Louis	San Francisco-Oakland
Paid vacations:²												
After 1 year of service.....	100	100	100	100	100	95	100	100	100	100	100	100
1 week.....	100	100	80	93	100	95	100	75	100	97	87	100
Over 1 and under 2 weeks.....			20	3				25		3	8	
2 weeks.....				4								
Over 2 and under 3 weeks.....											5	
After 5 years of service.....	100	100	100	100	100	95	100	100	100	100	100	100
1 week.....					2	9			15			
Over 1 and under 2 weeks.....				21								
2 weeks.....	100	100	80	72	98	86	100	75	85	100	87	100
Over 2 and under 3 weeks.....			20	7				25			13	
After 15 years of service.....	100	100	100	100	100	95	100	100	100	100	100	100
1 week.....					2	9			15			
2 weeks.....		10		8	13	21		60	37	7	3	
Over 2 and under 3 weeks.....				28								
3 weeks.....	100	90	80	64	84	65	100	44	28	93	84	100
Over 3 and under 4 weeks.....			20								13	
After 25 years of service.....	100	100	100	100	100	95	100	100	100	100	100	100
1 week.....					2	9			15			
2 weeks.....		10		8	13	21		56	7	7	3	
Over 2 and under 3 weeks.....				7								
3 weeks.....	70	90	80	64	84	65	88	44	50	52	71	100
Over 3 and under 4 weeks.....	30		20	21			12		28	42	26	
Paid holidays:³	100	100	100	96	100	86	100	100	100	97	98	100
1 day.....					2							
3 days.....						7						
6 days.....		10	30	5	42	7	69				4	
6 days plus 2 half days.....												
7 days.....	100	90	50	32	56	73	31	22	100	93	98	100
8 days.....								53				
8 days plus 2 half days.....								25				
Health, insurance, and pension plans:⁴												
Life insurance.....	100	100	100	100	98	86	70	64	100	100	99	100
Accidental death and dismemberment insurance.....	100	5	93	17	59	80	70	25	85	83	84	100
Sickness and accident insurance or sick leave: ⁵	83	100	100	93	98	10	95	46	100	97	97	
Sickness and accident insurance.....	83	100	100	93	98	10	95	20	85	97	97	
Sick leave (full pay, no waiting period).....								17				
Sick leave (partial pay or waiting period).....									15			
Hospitalization insurance.....	96	100	93	100	98	86	100	81	100	92	98	100
Surgical insurance.....	96	100	93	100	98	86	100	60	93	92	99	100
Medical insurance.....	79	5	7	89	37	72	91	42		92	90	100
Catastrophe insurance.....						11		17				
Retirement pension.....	30	5	53	59	4		31	60	28	63	13	

¹ If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

² Vacation benefits such as percentage of annual earnings and flat-sum amounts were converted to an equivalent time basis. The periods of service shown were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. Thus, the changes indicated at 15 years may include changes occurring between 5 and 15 years.

³ Because of rounding, sums of individual items may not equal totals.

⁴ Includes only those plans for which at least part of the cost was borne by the employer and excludes legally required plans such as workmen's compensation, social security, and plans which met only the minimum requirements of the State law as to benefits or employer contributions.

⁵ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

Scheduled Weekly Hours and Shift Practices. A work schedule of 40 hours a week was in effect in foundries employing more than seven-tenths of the production workers in 10 of the 12 areas studied in April-June 1959. In Cincinnati and Detroit, equal proportions of workers were on 32- and 40-hour work schedules.

Almost one-fifth of all production workers in Detroit and Pittsburgh and about one-tenth in Chicago, Philadelphia, and St. Louis were employed on second-shift operations. The most common pay differentials for second-shift work were 7 cents an hour in Detroit, 8 cents in Pittsburgh, 8 or 10 cents in Chicago, 8 cents or 10 percent in Philadelphia, and 5 cents in St. Louis. Almost one-tenth of the workers in Pittsburgh were employed on third shifts, usually with differentials of 12 cents or 12 percent. The only other areas reporting third-shift operations were Chicago and Detroit, where 4 and 2 percent, respectively, of the workers were employed on such shifts.

Paid Holidays. Paid holidays, usually 6 or 7 days a year, were provided nearly all workers. In Newark-Jersey City, however, three-fourths of the production workers received 8 or more holidays (table 3).

Paid Vacations. Paid vacations for qualified workers were provided by nearly all establishments. Vacation payments were usually determined on the basis of the employee's pay for a specified length of time (i.e., 1 week, 2 weeks, etc.). For approximately one-fourth of the production workers in Cleveland, Detroit, and Minneapolis-St. Paul, however, vacation payments were based on a stipulated percentage of their annual earnings. Virtually all workers with 1 year of

service were eligible for at least 1 week of vacation (more than 1 week was provided in some foundries in five areas). The usual provision in all areas was 2 weeks for workers with 5 years of service. A majority of the workers in 10 of the 12 areas were employed in foundries which provided 3 weeks' vacation pay after 15 years of service.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to three-fourths or more of the production workers in most areas. A majority of the workers were provided accidental death and dismemberment insurance in nine areas and medical insurance in seven areas.

Retirement pension plans (other than those available under Federal Old-Age, Survivors, and Disability Insurance) applied to a majority of the production workers in Cleveland, Detroit, Newark-Jersey City, and Pittsburgh, and to a minority in six other areas.

Unemployment Benefits and Severance Pay. Unemployment benefit plans supplementing State unemployment insurance were in effect in some foundries in five areas. In Pittsburgh, 51 percent of the production workers were employed in establishments having such plans; in Philadelphia, 28 percent; in St. Louis, 13 percent; in Chicago, 11 percent; and in Cincinnati, 5 percent. Plans providing severance pay for involuntary separation were reported by foundries employing 47 percent of the production workers in Pittsburgh, 28 percent in Philadelphia, and 11 percent in Chicago.

—FRED W. MOHR

Division of Wages and Industrial Relations

Wage Chronology No. 10: Pacific Longshore Industry¹

Supplement No. 4—1954-59

NEGOTIATIONS—held in accordance with the re-opening stipulations of the agreement expiring in June 1955 between the Pacific Maritime Association (PMA) and the International Longshoremen's and Warehousemen's Union (ILWU-Ind.)—resulted in agreement in May 1954 on a 1-year extension of the existing contract to June 1956. The amended agreement provided for liberalized vacation provisions and established a pilot dental care program for certain minor dependents to be financed from a \$750,000 welfare fund surplus. It also contained a provision designed to permit a common expiration date for East and West Coast maritime contracts. Discussions on wages continued, and on December 2, 1954, the parties approved a settlement providing for a 5-cent-an-hour across-the-board advance, effective December 20, 1954, and a deferred hourly increase of 6 cents effective June 13, 1955, as well as increased company payments into the welfare fund. The dental care program initiated in the spring of 1954 was extended to June 1956, and the parties agreed to continue to try to arrive at a common expiration date with the East Coast.

In May 1956, the PMA and ILWU agreed to extend their contract for 2 years more—until August 1, 1958—if that became the common termination of review dates on all coasts, or otherwise, until June 15, 1958. They agreed on an interim 2-cent-an-hour wage adjustment, effective June 18; revised eligibility requirements for pension benefits; continued the dental care program subject to review in 1957; and provided for wage reopenings in September 1956 and again in the spring of 1957, when welfare contributions and two additional items selected by the union could also be reopened. Any disagreement at the time of the 1957 negotiations was to be submitted to arbitration.

The wage negotiations in the fall of 1956 were concluded on November 28, 1956, and resulted in a 16-cent-an-hour general wage raise retroactive to October 1, 1956.

The previously extended agreement was again reopened in May 1957 at the request of the union and, on June 1, 1957, when the parties failed to reach agreement, the issues were submitted to arbitration. The arbitrator's award, announced on June 14, 1957, provided hourly wage increases and increased employer contributions to the welfare fund. The union's request for a reduction in the regular workshift and for three paid holidays was denied. (The union had proposed in June 1956 that the workshift be cut from 9 hours—including 3 hours' overtime—to 8 hours—including 2 hours' overtime—without a reduction in daily pay or a decrease in daily output per worker. The PMA had agreed to consider the proposal provided the union agreed to eliminate certain work practices.)

About a year later, on July 3, 1958, the parties signed a memorandum of settlement providing for a general wage increase retroactive to June 16, a reduction in the regular workshift from 9 hours (including 3 at overtime rates) to 8 hours (including 2 hours at overtime), and establishment of a third shift with 9 hours' pay for 5 hours' work.² Vacation benefits were also liberalized.

The 1-year contract covering approximately 18,000 employees was to expire June 15, 1959, subject to a union proposal for a uniform expiration date with other coasts.

A 3-year agreement was negotiated late in July 1959 and was signed on August 10. Its most unusual feature was provision for employers to contribute to a fund totaling \$1.5 million during the first contract year, to be used to give a share in the results of mechanization in . . . for union agreement to permit introduction of laborsaving devices. The method of distributing the fund among the fully registered work force and the method and amount of the employer contribution after the first year remained to be determined. It was agreed that the fully registered work force would be maintained at the 1958 level with allowance for normal attrition and that for a period of not more than 1 year, the parties would continue to study the problem of sharing the gains

¹ For basic chronology and supplements, see *Monthly Labor Review*, May 1950 (pp. 521-527), May 1951 (pp. 561-562), November 1952 (pp. 525-527), and September 1954 (pp. 1000-1001), or *Wage Chronology Series 4*, No. 10.

² Although there was a provision for a 90-day trial period (to determine the practical application of the new shift arrangement), the clause was to be effective throughout the remainder of the contract.

of mechanization and to negotiate regarding a method for converting the fund and employer contributions to a continuing basis. The changes in work methods resulting from the introduction of laborsaving devices permitted under the contract were not to violate rules prohibiting individual speedup and unsafe operations. No other changes in work methods, such as reduction in gang size, are permitted for the first year and until final agreement has been reached regarding the fund.

Provision was made for a general wage increase during the first year and, effective January 1, 1960, for an 8-hour daily guarantee. Reopenings on wages, hours, and mechanization are provided during the second and third contract years, with the second of these reopenings also including paid holidays. The 3-year agreement expires June 15, 1962.

The following tables bring the Pacific Longshore Chronology up to date through 1959.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 20, 1954 (agreement dated Dec. 10, 1954).	5 cents an hour increase.	Interim wage adjustment.
June 13, 1955 (agreement dated Dec. 10, 1954).	6 cents an hour increase.	
June 18, 1956 (extension agreement of May 25, 1956).	2 cents an hour increase.	
Oct. 1, 1956 (agreement of Nov. 29, 1956).	16 cents an hour increase.	
June 17, 1957 (arbitration award of June 14, 1957).	8 cents an hour increase.	
June 16, 1958 (memorandum of settlement dated July 3, 1958).	10 cents an hour increase.	Additional 5 cents to skilled employees including winch drivers, machine operators, and gang bosses. In addition, effective August 15, 1958, agreement provided for a reduction in maximum regular shift hours from 9 (including 3 hours' overtime) to 8 hours (including 2 hours' overtime). ¹
June 15, 1959 (agreement dated Aug. 10, 1959).	11 cents an hour increase.	

¹The Pacific Maritime Association requested that the effective date be extended from Aug. 15 to Aug. 18 to complete necessary changes in some ports (the 18th started a payroll week). Daily earnings were reduced as a

result of the reduction in maximum regular shift hours from 9 to 8—in the case of longshoremen handling general cargo on day shift, from \$27.02 (\$26.66 prior to June 16 wage increase) to \$23.67.

B—Basic Hourly Rates for Selected Longshore Occupations, General Cargo in All Ports ¹

Occupation	Effective date							
	June 15, 1953	Dec. 20, 1954	June 13, 1955	June 18, 1956	Oct. 1, 1956	June 17, 1957	June 16, 1958	June 15, 1959
Longshoremen.....	\$2.16	\$2.21	\$2.27	\$2.29	\$2.45	\$2.53	\$2.63	\$2.74
Hatch tenders ¹	2.26	2.31	2.37	2.39	2.55	2.68	2.78	2.89
Winch drivers.....	2.26	2.31	2.37	2.39	2.55	2.68	2.78	2.89
Gang bosses ²	2.31	2.36	2.42	2.44	2.60	2.73	2.83	2.94
Lift-truck-jitney drivers.....	2.26	2.31	2.37	2.39	2.55	2.68	2.78	2.89

¹ Exclusive of premium pay for overtime, nightwork, and handling penalty cargo.

² In the Los Angeles-Long Beach and Puget Sound areas, hatch-tender

and gang-boss function performed by same employee who received hatch-tender rate. Gang bosses in Coos Bay, Oreg., received an additional 5 cents and in Port Hueneme, Calif., received an additional 20 cents.

C—Basic Hourly Rates Paid Longshoremen for Handling General and Penalty Cargo in All Ports

Cargo classification	Effective date							
	June 15, 1953	Dec. 20, 1954	June 13, 1955	June 18, 1956	Oct. 1, 1956	June 17, 1957	June 16, 1958	June 15, 1959
General cargo.....	\$2.16	\$2.21	\$2.27	\$2.29	\$2.45	\$2.53	\$2.63	\$2.74
Selected penalty cargoes:								
Shoveling jobs ¹	2.36	2.41	2.47	2.49	2.65	2.73	2.83	2.94
Bulk, sulfur, soda ash, and crude untreated potash.....	2.61	2.66	2.72	2.74	2.90	2.98	3.08	3.19
Untreated or offensive bone in bulk.....	2.96	3.01	3.07	3.09	3.25	3.33	3.43	3.54
Phosphate rock in bulk.....	2.46	2.51	2.57	2.59	2.75	2.83	2.93	3.04
Specified commodities in lots of 25 tons or more ¹	2.26	2.31	2.37	2.39	2.55	2.63	2.73	2.84
Leaking or damaged cargo, because of faulty containers.....	2.26	2.31	2.37	2.39	2.55	2.63	2.73	2.84
Crescoted products out of water:								
Boom men.....	2.46	2.51	2.57	2.59	2.75	2.83	2.93	3.04
Hold men.....	2.36	2.41	2.47	2.49	2.65	2.73	2.83	2.94
Damaged cargo.....	3.01	3.06	3.12	3.14	3.30	3.38	3.48	3.59
Explosives.....	4.32	4.42	4.54	4.58	4.90	5.06	5.26	5.48
Stowing bulk grain, to board men.....	2.46	2.51	2.57	2.59	2.75	2.83	2.93	3.04
Paper and pulp in packages weighing 300 pounds or more (hold men only).....	2.26	2.31	2.37	2.39	2.55	2.63	2.73	2.84

¹ Except on cargoes requiring a higher rate.² The list covered 31 commodities until June 15, 1959, when 3 more were added.

D—Hourly Overtime Rate for Longshoremen

Effective date	Rate, general cargo	Application to other classifications
June 15, 1953.....	\$3.24	Overtime differentials for skilled occupations and penalty cargo rates continued to be 1½ times the respective straight-time differentials.
Dec. 20, 1954.....	3.315	Do.
June 13, 1955.....	3.405	Do.
June 18, 1956.....	3.435	Do.
Oct. 1, 1956.....	3.675	Do.
June 17, 1957.....	3.795	Do.
June 16, 1958.....	3.945	Do.
June 15, 1959.....	4.110	Do.

E—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Premium Pay for Nightwork</i>		
Aug. 18, 1958 (memorandum of settlement dated July 3, 1958).	Added: Third shift scheduled to start at 2:30 or 3 a.m. with 5 hours guaranteed at the equivalent of 9 hours' straight-time pay.	1 additional hour could be worked, payable at time and a half the rate for other hours on the shift.
<i>Meal Pay</i>		
June 16, 1958 (memorandum of settlement dated July 3, 1958).		Increased: Guarantee of pay for workers on second shift of normal 2-shift operation required to return to work after meal, to 3 or 4 hours, depending on time scheduled for meal hour.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Paid Vacations</i>		
Effective for 1955 vacations (amended agreement dated May 28, 1954).	Added: Third week of vacation for employees with 12 or more years of service.	Eligibility limited to employees (a) who had been paid for at least 1,344 hours during previous year in ports where 75 percent or more of the men had worked such hours or at least 800 hours in other ports, and (b) in Seattle, Portland, San Francisco, and Los Angeles-Long Beach who had been paid for at least 800 hours in each of 10 of previous 15 payroll years and in other ports had been paid for at least 800 hours in each of 5 of previous 10 payroll years.
Effective for 1959 vacations (memorandum of settlement dated July 3, 1958).	Changed: Service requirement for third week's vacation reduced to 10 years. Added: Fourth week of vacation after 25 years of qualified service.	In ports in which 75 percent of the registered men were paid for less than 1,344 hours in previous payroll year, qualified hours reduced to 700 for 1 week's vacation and 1,200 for 2 weeks' vacation. Minimum hours used in determining years of qualified service for vacation eligibility and required for additional weeks of vacation provided employees with 10 or more years' service also reduced to 700 in these ports.
Effective for 1960 vacations (agreement dated Aug. 10, 1959).	Added: Second week of vacation for employees with 25 years of qualified service who were paid for 800 but less than 1,344 hours in preceding year.	Hours of court attendance for jury duty to count as qualifying hours for vacation eligibility.
<i>Call-In Pay</i>		
Jan. 1, 1960 (agreement dated Aug. 10, 1959).	Added: 8 hours' work or pay guaranteed to fully and partly registered longshoremen starting work on order.	Employers to be free to shift workers to comparable work on other ships, docks, or jobs, or to other employers. Shoveling and freezer gangs not to receive penalty rate when shifted to another longshoring classification. If 8 hours' work cannot be provided, no penalty rates to apply during "dead time." Previous guarantees continued for men ordered to work but not actually starting work. 4-hour guarantee to apply to men unable to work or continue work because of bad weather; those returning to work after a noon or midnight meal but unable to continue work because of bad weather to receive second 4-hour guarantee.
<i>Subsistence Pay</i>		
May 29, 1957 (supplementary agreement of same date).	Increased to: \$4 a day for lodging and \$1.75 for each meal.	

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Welfare and Insurance Benefits</i>		
Dec. 20, 1954 (agreement dated Dec. 10, 1954).	(1) Employer contribution—All ports: Increased to 9 cents a man-hour.	
June 13, 1955 (agreement dated Dec. 10, 1954).	Increased to 10 cents a man-hour.	
June 17, 1957 (arbitration award of June 14, 1957).	Increased to 11 cents a man-hour.	
June 15, 1959 (agreement dated Aug. 10, 1959).	-----	Employer contribution to be increased 1 cent a man-hour when welfare fund falls below \$800,000.
	(2) Medical, surgical, and hospital benefits: (a) Los Angeles—Long Beach, San Francisco, and Portland—Vancouver service type plan: ¹	For additional benefits payable during period of hospitalization in California, see disability benefits.
Jan. 1, 1951 ² -----	Eliminated: Payment by employees of \$1 charge for doctors' office visits.	
Aug. 1, 1951 ² -----	Added: Partial benefits for dependents.	
July 1, 1952 ² -----	Added: Benefits for retirees.	
May 1, 1953 ² -----	Changed: Full benefits extended to dependents.	
July 1, 1954-----	Added: <i>Service for poliomyelitis</i> —Services for rehabilitation and treatment after acute and contagious stage for maximum of 1 year or \$2,500, whichever occurred first.	Option given employees in these ports to select insured plan at cost no greater than premium paid for service plan.
July 1, 1957-----	Increased to: <i>Hospitalization</i> —Maximum of 125 days. Added: <i>Provision for emergency illness</i> requiring hospitalization. Maximum \$250 to be reimbursed for hospital, medical, and surgical expenses and necessary transportation to nearest foundation hospital in case of illness occurring outside area served by Kaiser Foundation Health Plan and patient's home community.	
Nov. 1, 1957-----	Added: <i>Maternity benefits</i> —Payment by Welfare Fund of charge formerly made on employee of \$60 for complete maternity benefits and \$40 for interrupted pregnancy.	
	(b) Other ports—Insured plans. Benefit changes in California ports are described below:	Applicable in ports where service plans were either unavailable or inadequate. Service plans varying in details from those in Los Angeles—Long Beach, San Francisco, and Portland—Vancouver were available in Seattle and Aberdeen, Wash., and southwest Oregon. Stockton, Calif., had a service plan for physicians' care and insured coverage for hospital and other benefits.
Mar. 1, 1951 ² -----	Added: <i>Catastrophic coverage</i> —Up to \$700 for medical, surgical, hospital, or nursing expenses in excess of \$250 for nonsurgical benefits.	Benefits payable during 3 years following date disease was incurred.
July 1, 1951 ² -----	Added: <i>Diagnostic X-ray and laboratory services</i> —Up to \$85 for employees and \$25 for dependents in each 6-month period.	
Aug. 1, 1951 ² -----	Added: <i>Poliomyelitis benefits</i> —Up to \$2,000 for dependents only in treating disease.	
May 1, 1953 ² -----	Increased to: <i>Hospitalization</i> —Up to \$12 a day for employees (maximum \$840) and dependents (maximum \$420). Increased to: <i>Hospital extras</i> —Maximum \$360 for employees and \$240 for dependents. Up to \$20 allowance for ambulance service to and from hospital.	

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Welfare and Insurance Benefits—Continued</i>		
	(2) Medical, surgical, and hospital benefits—Continued	
May 1, 1953 ¹ -----	Increased to: <i>Medical care</i> —Employees, up to \$7.50 for each home call, and \$5 for each hospital or office call; maximum \$350 per confinement. Dependents, up to \$5 for each hospital and home call and \$3 for office calls; maximum \$175 per confinement.	Payment for dependents' home or office calls began with first call in case of accident and second call in case of illness. Payments began with first call for employees.
July 1, 1956-----	Increased to: <i>Hospitalization</i> —Up to \$14 day for employees (maximum \$980) and dependents (maximum \$490). Increased to: <i>Hospital extras</i> —Maximum \$400 for employees and maximum \$280 for dependents.	
Nov. 1, 1957-----	Added: <i>Maternity benefits</i> —(a) Normal delivery: up to \$125 each for physicians' services and hospital care; (b) Caesarean delivery: up to \$250 each for physicians' services and hospital care; and (c) interrupted pregnancy: up to \$62.50 each for physicians' services and hospital care.	Regular dependents' hospital benefits not applicable in maternity cases.
Apr. 26, 1955-----	(c) All ports: Added: <i>Poliomyelitis benefits</i> —Reimbursement for costs of Salk vaccine up to \$2 per injection, maximum \$6 per child under age 15.	
Oct. 1, 1954-----	(3) Dental benefits: Added: <i>Pilot dental program</i> —Established for employees' children under age 15 in San Francisco and Los Angeles providing choice between 2 types of plans: (a) Dental service plans paying costs of comprehensive dental care by panel of dentists; and (b) Indemnification plan providing up to \$75 per child for first year's coverage and \$55 for subsequent years plus \$150 insurance for accidents. Similar service plans established for Washington and Oregon ports; maximum payments under optional indemnification program set at \$95.	All plans excluded orthodontics, purely cosmetic care, and care provided by the Fund's other health plans.
June 1, 1955-----	Indemnification type dental plan only established for smaller ports in California.	
	(4) Life and accidental death and dismemberment insurance—All ports:	
July 1, 1950 ² -----	\$500 in each instance.	
Nov. 1, 1950 ² -----	Changed to: \$500 life insurance and up to \$1,000 accidental death and dismemberment insurance.	
July 1, 1952 ² -----		Half normal life insurance benefits established for retirees.
Jan. 1, 1952 ² -----	(5) Disability benefits: Changed to: California: Maximum of \$30 a week up to 26 weeks; plus \$8 a day for maximum of 12 days during periods in which employee was hospitalized. ³	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1954-----	California: Maximum of \$35 a week for 26 weeks for each period of disability; plus \$10 a day for maximum of 12 days during periods in which employee was hospitalized. ³	By State Unemployment Compensation Disability Benefits Law.

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and Insurance Benefits—Continued		
Feb. 1, 1954-----	(5) Disability benefits: Changed to—Con. Oregon and Washington: \$35 a week (approximately \$5.43 a day) for 26 weeks.	By State Unemployment Compensation Disability Benefits Law. By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1956-----	California: Maximum of \$40 a week for 26 weeks.	
Jan. 1, 1958-----	California: Maximum of \$50 a week for 26 weeks; plus \$12 a day for maximum of 20 days during periods in which employee was hospitalized. ¹	
Apr. 1, 1958-----	Oregon and Washington: \$53 a week (approximately \$7.57 a day) for 26 weeks.	
Pension Plan		
July 1, 1956 (amended pension agreement of same date).	Pension plan extended to employees who had not reached age 55 on or before June 1, 1951.	Minimum pension benefits and eligibility requirements for newly covered workers similar to those already covered except that 25 years' qualifying employment required for retirement at age 65 could extend over 35 years. New "Participants Pension List" established for these newly covered workers. Requirements for new list revised to: (a) being registered longshoremen for 9 years instead of on June 1, 1951; (b) being 55 and having 15 or more years of service; and (c) applying for listing within year of becoming eligible.
July 1, 1956-----	Added: Disability retirement benefits of \$100 a month (less any disability benefits under California Unemployment Compensation Disability Benefits Law or welfare plan or earnings from other employment) to employees with 25 years' credited service (including year prior to retirement) in the 35 calendar years preceding retirement who became totally and permanently disabled as result of sickness or accident that did not entitle employee to workmen's compensation. Normal benefits payable at age 65.	No benefits payable after the last of the following occurred: remarriage or death of widow; death or marriage of the last surviving unmarried minor dependent; attainment of age 18 by the youngest surviving unmarried minor dependent.
Oct. 1, 1957 (by action of Board of Trustees, pursuant to amendment to pension agreement dated Sept. 23, 1957).	Added: Widow and/or unmarried minor dependents to receive employee's full pension for maximum of 1 year after death of pensioner.	
Laborsaving Fund		
June 15, 1959 (agreement dated Aug. 10, 1959).	Employers to contribute total of \$1.5 million during first contract year to establish coast-wide fund, to be used to give fully registered work force a share in savings resulting from introduction of laborsaving devices.	Method of distributing fund among employees and method and amount of employer contributions to be determined by June 15, 1960.

¹ In these areas, the service plan was with the Kaiser Foundation Health Plan.² Added because of information obtained after previous chronology supplement was prepared.³ These benefits were provided in addition to hospital benefits described earlier.

Significant Decisions in Labor Cases*

Labor Relations

Rejection of NLRB Craft Severance Policy. A United States court of appeals, in denying enforcement of an NLRB order, held¹ that the National Labor Relations Board's determination of an appropriate craft unit was arbitrary and discriminatory inasmuch as contrary decisions had been made in the cases of industries similarly situated.

In this case, the International Brotherhood of Electrical Workers filed a representation petition with the NLRB, seeking craft representation of electrical workers at a new plant. The petition was filed before the company's plant was completed, but 3 days after operations had commenced. Shortly thereafter, the company and the United Glass and Ceramic Workers union extended a collective bargaining agreement then existing in all other flat glass plants of the company to the production and maintenance employees of the new plant. The Glass Workers intervened in the representation proceeding and urged dismissal of the IBEW's petition, contending that the integrated nature of the plant's operation and the bargaining history at the company's other plants made any bargaining unit other than one embracing all production and maintenance employees inappropriate. The intervenor and the company thus sought to revert to the *National Tube Co.* doctrine,² under which previous bargaining history could be the controlling factor.

This contention was rejected by the Board, and an election was directed based on the *American Potash* decision,³ which allowed craft severance where a true craft group was sought and where the union seeking to represent it was one that traditionally represented the craft. Following the election, certification of the IBEW, and the company's refusal to bargain, charges were filed against the company by the IBEW, alleging a

violation of section 8(a)(5) of the NLRA. The unlawful labor practice charge was upheld by the NLRB,⁴ and this suit was brought to enforce the Board's order after the company refused to comply therewith.

The court of appeals denied enforcement of the Board's order on the ground that its policy in determining bargaining units was applied arbitrarily and discriminatorily. In reaching this decision, the court had to retrace some of the history of the Board's policy with respect to the appropriateness of craft units. The court stated that the Board's determination of an appropriate bargaining unit is governed in part by section 9(b)(2) of the NLRA, which bars findings that a craft unit is inappropriate on the ground that a different unit had been established by prior Board determination, unless a majority of the employees in the unit vote against separate representation. The court reviewed the NLRB's policy in *National Tube*⁵ in which the Board interpreted this section to mean that craft severance might be denied even though there was no prior Board certification, where bargaining history of a substantial length existed. The only restriction of section 9(b)(2), said the Board, was that prior certification may not be the sole ground for finding a craft unit inappropriate, and that bargaining history is always a weighty factor in determining the appropriateness of a particular craft unit. The denial of craft severance in *National Tube* was based on the integrated nature of the steel industry and the pattern of industrial bargaining in that industry. Subsequent decisions, using the same criteria, extended the doctrine to the wet milling industry, lumber, and basic aluminum.

In *American Potash*, however, the Board altered its policy, declaring that "the right of separate representation should not be denied the members of a craft group merely because they

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *NLRB v. Pittsburgh Plate Glass Co. and United Glass and Ceramic Workers* (C.A. 4, Sept. 2, 1959).

² 76 NLRB 1199 (1948).

³ 107 NLRB 1418 (1954).

⁴ 121 NLRB No. 96 (1958).

⁵ 76 NLRB 1199 (1948).

are employed in an industry which involves highly integrated production processes and in which the prevailing pattern of bargaining is industrial in character. We shall, therefore, not extend the practice of denying craft severance on an industrywide basis."⁶ The Board asserted that it would continue to apply the *National Tube* doctrine in those four industries where it had become firmly established and drew guidelines for the proper determination of craft units: "a craft group will be appropriate for severance purposes in cases where a true craft group is sought, and where, in addition, the union seeking to represent it is one which traditionally represents that craft."⁷

Resolving that the Glass Workers and the company had shown an integrated industry and an industrial bargaining pattern, the court ruled that the Board's decision was arbitrary and discriminatory. The court pointed out that apart from the four exceptions which grew out of the *National Tube* doctrine, and which have continued to be followed and applied, "if it is shown that certain employees are members of a craft and desire to be represented by an appropriate craft union, that is the end of the matter."⁸ So long as it is not one of the four favored industries that is concerned, the court went on, craft severance will be allowed if the requisites of "true craft" and "traditional union" are present. Applying these criteria, the court refused to enforce the Board's order, asserting that the flat glass industry is similarly situated with respect to the favored four and any contrary treatment accorded the industry would be arbitrary and unreasonable.

Court Enforcement of No-Raiding Agreement. A Federal district court held⁹ that an employer-recognized union was not entitled to a temporary injunction to halt the conduct of an NLRB election

until a rival union's name was removed from the ballot in accordance with the provisions of the AFL-CIO no-raiding agreement to which the rival union was allegedly a signatory.

This action was brought under section 301 of the Labor Management Relations Act to restrain the Board from conducting a representation election. The plaintiff had for some time been the collective bargaining representative of the employees, when, in March 1959, the Board was petitioned by an employee to hold an election. A rival union intervened and was granted permission to have its name placed on the ballot. The plaintiff union protested the intervention of the rival union, avowing that both were members of the AFL-CIO and bound by the no-raiding agreement. Meetings between representatives of the contestants and the AFL-CIO were unavailing, and this suit was brought.

In refusing the injunction, the court noted that there was substantial doubt as to whether the rival union was in fact a signatory to the no-raiding agreement. It further appeared that the plaintiff had not utilized all of its remedies within the AFL-CIO constitutional structure. Not having exhausted these administrative remedies, the court said, the union could not expect to have an injunctive petition granted by the court.

The court distinguished this case from a circuit court holding¹⁰ which declared it would enforce the AFL-CIO no-raiding agreement. The distinguishing feature of the circuit court case was that the impartial umpire had already made an independent finding that one union was improperly encroaching on property belonging to another. Following that case, the NLRB, while permitting the union to withdraw its petition, announced it would not be disposed to grant withdrawal in any case where it was not made party to the proceedings.¹¹ In the case at bar, the Board was joined as a party defendant.

Discriminatory Hiring Hall Contracts. In denying enforcement of an NLRB order, and on remand to the Board, a United States court of appeals held¹² that an exclusive hiring hall is not illegal per se, and a contract providing for one is not invalid merely because it fails to contain language prohibiting discriminatory hiring practices.

The case concerned a hod carrier with 20 years' experience who was dropped from union member-

⁶ 107 NLRB at 1421 (1964).

⁷ Id. at 1422.

⁸ *NLRB v. Pittsburgh Plate Glass Co.* (not yet officially reported).

⁹ *International Glove Workers Union v. Amalgamated Clothing Workers* (D.C.N.D. Ill., June 17, 1959).

¹⁰ *United Textile Workers Union v. Textile Workers Union of America*, 258 F.2d 743 (C.A. 7, 1958).

¹¹ *Personal Products Corp. and Textile Workers Union of America*, 122 NLRB No. 84, (Dec. 18, 1968), in which the Board also said that it "does not acquiesce in the decision of the . . . Court of Appeals." In this regard, see *Great Lake Industries, Inc. and Local 67, Metal Polishers Union*, 124 NLRB No. 50 (Aug. 6, 1959).

¹² *NLRB v. Mountain Pacific Chapter of Associated General Contractors* (C.A. 9, Aug. 28, 1959).

ship for nonpayment of dues. Some time afterward, he appeared at the union hiring hall, where the policy was to give preference to union men, and he was not dispatched on a job. His efforts to rejoin the union and pay dues were rejected on the ground that "there weren't any jobs" and that the union "would not take on any new members." After securing work independently, and upon discharge because of union pressure upon his employer, he filed the first of three unfair labor practices charges. Thereafter, the union, at first occasionally and then with substantial regularity, dispatched him on assignments, but all his attempts to rejoin the union or pay dues were frustrated.

The Board held both the employers and the local and the district council of the union guilty of violations of section 8 of the NLRA, as amended, in that they were all party to a contract found wanting in regard to discriminatory prohibitions. According to the Board, the contract was invalid because it failed to specify that referrals would be made without regard to union membership and the employer could reject any referral. In addition, the Board noted that no appropriate notice was posted to inform employees and applicants of hiring procedures. Thus, the Board found it unnecessary to determine whether there was sufficient evidence apart from the contract to support the allegation of discriminatory practices on hiring.

In remanding the case, the Ninth Circuit Court dealt with two questions: Is the hiring hall clause per se illegal? Will any discriminatory implementation of a hiring hall provision without protective clauses be chargeable to the parties to the written contract? In answering both questions negatively, the court cited an earlier Board decision¹³ which established the rule that a hiring hall arrangement will violate the statute only where there is evidence that unlawful discrimination occurred in supplying personnel to the company. Adverting to one of its own decisions, the court approvingly reasserted the *Swinerton*¹⁴ doctrine that a referral system is not per se improper, even without a guarantee of nondiscrimination. This is not to say, the court went on, that the Board might not find as a fact that the absence of prohibitory clauses was evidence of intent on the part of the signatories to violate the statute. But if the Board wishes to attach special signifi-

cance to the failure to include protective clauses in hiring hall arrangements, such a rule of evidence, in the court's view, may be promulgated to operate prospectively only, inasmuch as the alleged violator would be required to affirmatively assert his freedom from discriminatory practices. Whether the various parties to the contract may be chargeable is a question of fact, determined by the extent to which each party contemplated exertion of coercive pressures upon employees and applicants in bringing about the discriminatory conduct. Each of these questions, the court said, may be decided properly only before the appropriate factfinding agency, and it hesitated to proceed further.

"Saving Clause" in Union-Security Contract. A Federal court of appeals held¹⁵ that a collective bargaining agreement requiring employer contributions to a union welfare fund is not rendered invalid by a provision requiring union membership, as a condition of employment, "to the extent and in the manner permitted by law"; and the validity of the agreement was not destroyed by actual conduct of the parties that would constitute an unfair labor practice within the meaning of section 8(a)(3) of the National Labor Relations Act, as amended.

In this case, the union sued the employer for payments to a welfare and retirement fund which were required by the terms of a collective bargaining contract. The employer's defense denied the validity of the contract, inter alia, on the ground that the collective bargaining agreement, in operation, effectuated a closed shop, in violation of the Taft-Hartley amendments to the NLRA, thereby rendering the entire agreement nugatory. It was alleged that in actual practice, an employee had to join the union by the morning of the third day after he was hired or he was discharged. The union constitution stated only that members shall refuse to work where nonunion men are employed.

In upholding the contract in its entirety, the court of appeals conceded that without the so-called "saving clause," the agreement would violate the 30-day union shop provision of the Taft-Hartley Act. But the court found that the

¹³ *Hunkin-Conkey Construction Co. and Lightfoot*, 95 NLRB 433 (1951).

¹⁴ *NLRB v. Swinerton*, 202 F. 2d 511, certiorari denied, 346 U.S. 814 (1953).

¹⁵ *Lewis v. Quality Coal Corp.* (C.A. 7, Aug. 18, 1959).

qualifying phrase, "to the extent and in the manner permitted by law," expressly modified and limited the application of the clause relating to union membership so that any requirement it imposed would be conditioned in conformity to existing or future law. The court relied on the persuasive authority of a case decided in the 6th Circuit¹⁶ where the identical phrase was under consideration, and where it was held to be "clear and unequivocal." With respect to whether the actual conduct of the parties constituted an unfair labor practice, the court reasoned that such conduct, unauthorized within the terms of the contract itself, evidenced at most a violation of applicable law, but did not alter or change the terms of the agreement.

The dissenting judge opined that where a Federal act and a private contract conflict, the

contract must fall. This contention was further bolstered by (1) a provision in the agreement describing it as an "integrated instrument,"¹⁷ and (2) the absence of a separability clause. Since, in practice, it appeared to the dissenting judge that an employee was obligated to join the union within 3 days on pain of dismissal, and not on or after 30 days as permitted by statute, the agreement constituted, in fact and in operation, a closed shop, violative of existing law, and not entitled to enforcement. The dissent asserted that the mere inclusion of a "saving clause" could not fashion a union shop agreement where none existed, and where the parties, by their conduct, demonstrated that the only contract which they recognized was an invalid closed shop agreement. Reliance was placed upon *NLRB v. Gottfried Baking Co.*¹⁸ and *NLRB v. Broderick Wood Products Co.*,¹⁹ both dealing with preferential hiring clauses within the agreement itself which were found void by reason of statute, notwithstanding the inclusion of a vague "saving clause."

¹⁶ *Lewis v. Fentress Coal & Coke Co.*, 160 F. Supp. 221, affirmed, 264 F. 2d 124 (1959).

¹⁷ See *Lewis v. Benedict Coal Corp.*, 250 F. 2d 346, 354 (C.A. 6, 1958).

¹⁸ 210 F. 2d 772 (C.A. 2, 1954).

¹⁹ 261 F. 2d 548 (C.A. 10, 1958).

Chronology of Recent Labor Events

September 1, 1959

THE UNITED RUBBER WORKERS and the United States Rubber Co. agreed upon a 10-cent-an-hour wage increase for 25,000 workers in 18 plants. The settlement followed the terms of one reached last month with the Goodyear Tire and Rubber Co. (see Chron. item for Aug. 31, 1959, MLR, Oct. 1959).

Subsequently, the union negotiated similar terms with the Firestone Tire and Rubber Co. and the B. F. Goodrich Co.

THE FEDERAL District Court for the District of Columbia held that a National Labor Relations Board order for a representation election among employees covered by a 3-year contract signed when the Board's 3-year contract-bar rule was in effect amounted to retroactive application of the new 2-year contract-bar rule (see Chron. item for Sept. 17, 1958, MLR, Nov. 1958) and therefore amounted to deprivation of property without due process of law. The case was *Local 108, International Brotherhood of Electrical Workers v. Leedom*.

September 2

THE COURT-APPOINTED board of monitors recommended to the Teamsters immediate suspension of three local union presidents—Joseph Glimco (Chicago Local 777), Harold Gross (Miami Local 320), and Anthony Provenzano (Hoboken Local 560)—and their trial by union boards within 10 days on charges made against them before the Senate Select Committee on Improper Activities in the Labor or Management Field. (See item for Sept. 24.) Teamster President James R. Hoffa later announced that he would not comply with the request, and that he had "answered . . . monitors' charges in writing based on statements from the individuals involved."

On September 14, two of the monitors charged in a report to the Federal district court that Hoffa violated the original court consent decree, that permitted him to take office, by placing union funds without benefit to the members, and asked for his removal from office if the charges were substantiated at a hearing. (See also p. 1256 of this issue.)

THE FEDERAL Court of Appeals in Richmond ruled that a glass company, whose production and maintenance employees have been represented by a union on a company-wide basis, had not violated the National Labor Relations Act by refusing to bargain with another union certified

by the NLRB to represent the electricians at a new plant of the company. Denying enforcement of the Board order, the court called "arbitrary" and "discriminatory" the doctrine enunciated by the Board in *American Potash* (see Chron. item for Mar. 1, 1954, MLR, May 1954), which limited the denial of craft severance to four integrated industries (steel, wet milling, lumber, and aluminum) but permitted such severance in other equally integrated industries. The case was *NLRB v. Pittsburgh Plate Glass Co.*

September 3

THE UNITED STEELWORKERS and construction craft unions in Youngstown, Ohio, signed an agreement delineating their respective job areas. The pact, which parallels one signed by the United Auto Workers with craft groups in Detroit earlier this year (see Chron. item for Jan. 18, 1959, MLR, Mar. 1959), generally provides that new construction and total rebuilding of plants will be done by the craft unions and maintenance work by the Steelworkers.

A FLIGHT ENGINEERS' STRIKE against Pan American World Airways was averted when the parties agreed that the third pilot on jet aircraft would be trained only in emergency flight-engineer procedures, as are the first and second pilots by an earlier agreement, and not for the performance of all flight-engineer duties.

September 5

MEMBERS of the United Auto Workers ratified an agreement with the Studebaker-Packard Corp., negotiated under a reopening clause of the 1958 contract, providing for a general wage increase of 2.5 percent, a 2-cent cost-of-living adjustment, and improvements in pensions, insurance, and other fringe benefits for about 7,000 workers in the company's South Bend, Ind., plant. An additional wage increase (6 cents an hour minimum) will go into effect in 1960. (See also p. 1258 of this issue.)

September 8

THE INSURANCE WORKERS reached a 2-year agreement with the Prudential Insurance Co., which averted a strike of more than 11,000 agents. The terms, subsequently approved by union members, included changes in grievance and arbitration procedures and in disability allowances, as well as compensation to agents for losses resulting from the reduction of their territories. The contract did not provide for wage increases.

THE FEDERAL Court of Appeals in Denver ruled that a union's grievance against an employer for subcontracting work of the bargaining unit was an arbitrable issue, even though the collective bargaining contract (1) did not specifically forbid subcontracting, (2) provided for arbitration only of questions relating to contract interpretation, and (3) contained a "management rights" clause. The court held that the agreement left room for "interpretive implications of coverage" of issues to be arbi-

trated, and said it had authority to determine this coverage. The case was *Local 1912, International Association of Machinists v. U.S. Potash Co.*

September 9

THE SENATE SELECT Committee on Improper Activities in the Labor or Management Field tentatively ended its investigation of corruption after almost 3 years of hearings. Chairman John L. McClellan suggested, during a hearing, that it was time for the committee to wind up its official business and start preparing the final report.

September 10

THE AIR LINE PILOTS ASSOCIATION announced imposition of a \$5,000 fine and a 2-year suspension from the union upon 17 Pan American Airlines supervisory pilots for flying jet planes in place of regular crew members when the jets entered passenger service in 1958 before the two parties had agreed upon wages and working conditions for pilots of jet airliners. (See also p. 1257 of this issue.)

A FEDERAL COURT in New York City convicted Joseph Curcio and George Baker, former officials of Teamster "paper locals," of conspiracy to obstruct justice by concealing union books and records that had been subpoenaed by a 1956 grand jury investigating the garment and trucking industries.

September 13

MEMBERS of the United Auto Workers ratified 2-year contracts with the Curtiss-Wright Corp.'s Aeronautical Division in northern New Jersey for about 8,000 production, maintenance, and clerical workers. The terms included across-the-board wage-rate increases of 5 cents an hour for production and maintenance workers plus inequity adjustments for some employees. (See also p. 1258 of this issue.)

September 14

PRESIDENT Dwight D. Eisenhower approved the Labor-Management Reporting and Disclosure Act of 1959. The act principally provides for the reporting and disclosure of certain financial transactions and administrative practices of labor organizations and employers, establishes safeguards with respect to elections of union officers, and prohibits abuses in the administration of trusteeships by unions. The U.S. Department of Labor announced setting up a Bureau of Labor-Management Reports to administer the act.

WAGE INCREASES of 5 to 8 cents an hour for about 10,000 employees negotiated by the Machinists and the California Metal Trades Association went into effect. Other terms of the new contract included incorporation of a 10-cent cost-of-living allowance into base rates, employer contributions of 10 cents an hour (effective April 1, 1960) toward establishment of a pension fund, and improved vacations.

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September 15

CUDAHY PACKING Co. reached 2-year agreements with the Meat Cutters and Butcher Workmen and the United Packinghouse Workers, covering about 4,500 employees in six cities. The pacts followed the terms negotiated by the unions last month with Armour and Co. (see Chron. item for Aug. 31, 1959, MLR, Oct. 1959), which provided for a package wage increase of 22.5 cents an hour (later revalued by the unions at 25 cents an hour).

During the month, the two unions also settled with at least five other meatpackers, including the Hygrade Food Products Co. and John Morrell & Co.—both totaling about 14,000 employees.

On September 23, Wilson & Co., currently deadlocked in negotiations with the United Packinghouse Workers, put into effect a 10.5-cent-an-hour wage increase and other benefits previously rejected by the union. About 5,700 workers were involved. (See also p. 1259 of this issue.)

THE HONEST BALLOT ASSOCIATION certified a referendum of the unlicensed seamen employed on the Esso Standard Oil Co.'s 26 American-flag tankers, favoring (449 to 165) affiliation of the independent Esso Tanker Men's Union with the Seafarers' International Union. (See also p. 1257 of this issue.)

THE NLRB declared unlawful the refusal by two members of a multiemployer bargaining group to sign a multi-employer collective bargaining contract, even though the union and some other members of the group had improperly executed separate contracts. The two firms had not withdrawn from collective negotiations before an agreement was reached. The case was *Anderson Lithograph Co. and Local 22, Amalgamated Lithographers*.

September 21

RATIFICATION of a 2-year contract by members of the Allied Industrial Workers ended a 100-day strike at the Checker Motors Corp., a taxicab manufacturer in Kalamazoo, Mich., that has just started to produce passenger cars. The terms included an immediate 6-cent hourly wage increase and an additional 6 cents next June 1.

PRESIDENT Theodore Cozza of Teamster Local 211 in Pittsburgh was indicted by a Federal grand jury on a charge of receiving payoffs from the Pittsburgh Sun-Telegraph during a period from April 1956 to October 1958.

September 23

THE AFL-CIO ended its biennial convention in San Francisco. Major actions of the convention included approval of admission of the International Longshoremen's Association, once ousted from the AFL for corruption (see Chron. item for Sept. 22, 1953, MLR, Nov. 1953), to the federation on a probationary basis; a plan for compulsory arbitration of interunion disputes; and a program in support of the Steelworkers' strike. (See also p. 1255 of this issue.)

(In a referendum vote 3 days earlier, the ILA membership approved the proposed AFL-CIO affiliation.)

September 24

A FEDERAL GRAND JURY in New York City indicted Cornelius J. Noonan, president of the International Longshoremen's Association Local 1730 in Jersey City, and Harold Gross (see first item for Sept. 2), president of Miami Teamsters Local 320, on charges of conspiracy to extort \$20,000 over a period of 5 years from the New York Journal-American by threatening to stop delivery of its Sunday supplement from the Neo Gravure Printing Co. in Weehawken, N.J. (see Chron. item for May 6, 1959, MLR, July 1959).

The next day, Joseph Glimco, president of the Chicago taxicab drivers' union, Teamsters Local 777 (see first item for Sept. 2), was indicted by a Cook County grand jury on charges of perjury in his application for a driver's license.

September 28

THE PRESIDENT signed the Federal Employees Health Benefits Act of 1959 (P.L. 86-382), effective July 1, 1960, providing for voluntary health insurance for Federal employees, retirees, and their families. The Government will bear up to 50 percent of the cost of specified types of health benefit plans offered by insurance carriers approved by the Civil Service Commission. The Commission, which will administer the act, may exempt from its coverage certain employees, such as part-time or short-term appointees.

THE NLRB revised its rule that a petition for representation election may be filed "at or near the close of the year" after an election in which no bargaining agent was selected, declaring that hereafter such a petition will be timely if filed not more than 60 days prior to the first anniversary of the previous election. The case was *Vickers, Inc. and Allied Industrial Workers*.

September 29

THE COMMUNICATIONS WORKERS and the Western Electric Co. negotiated a 16-month contract, subject to ratification by union members, covering about 12,000 workers in 44 States and providing wage increases of 6 to 12 cents an hour for telephone equipment installers and \$2.25 to \$2.75 a week for job clerks, and improvements in fringe benefits.

Earlier in the month, CWA signed a contract covering 10,000 distribution and warehouse employees of the Western Electric Co., which also provided wage increases of 6 to 12 cents an hour.

September 30

A STRIKE of about 32,500 employees of the American Can Co. and the Continental Can Co. was averted when the companies and the United Steelworkers agreed to extend their expiring contracts until 30 days after the settlement of the current steel strike or until January 1, 1960, whichever occurs earlier. Any wage increases or other economic benefits that may be negotiated will be retroactive to October 1.

Developments in Industrial Relations*

Conventions

AFL-CIO. The third biennial convention of the AFL-CIO was held in San Francisco, September 17-23, 1959. Issues before the delegates centered in the steel strike, the Labor-Management Reporting and Disclosure Act of 1959, and methods of ending interunion conflicts over jurisdiction.¹ In support of the Steelworkers' dispute with basic steel producers, affiliated unions were urged to contribute to a special defense fund the equivalent of 1 hour's wages per month for each of their members so long as the strike lasts.

Just prior to the AFL-CIO convention, several departments within the federation held conventions, with most of the discussion reflecting issues similar to those scheduled for the main body. The 50th convention of the Building and Construction Trades Department concerned itself primarily with the labor reform measure. The Department held that the effect of the act in bringing about "adjustments in long standing inequities," did "not in any sense outweigh the injury done to all trade unions by its enactment." A report noted that while some progress had been made in resolving conflicting jurisdictional claims with industrial unions, agreements should be concluded "so that a complete understanding will be reached that will cover the entire country."

A need for greater militancy and more thorough worker indoctrination in trade union policies and principles were the major themes at the Metal Trades Department convention. Speaking before the convention, AFL-CIO President George Meany urged the metal tradesmen to resolve conflicts of interest with the industrial unions so as to close ranks in the face of alleged attacks on the labor movement by Congress and antilabor employers. "It's far more important to have unions working together in the face of this opposition," he said, "than to indulge in the luxury of fighting one another." Richard J. Gray, president of the

building trades and one of the leaders in the dispute with industrial unions, also urged craft unions to support the Steelworkers' strike "no matter what we think about the Steelworkers."

Maritime. Unity between two traditional rivals was formally realized with the signing of a pact merging the AFL-CIO Maritime Committee with the AFL-CIO Maritime Trades Department at a special convention on September 23. The major source of friction had been the rivalry of the Seafarers' International Union (1 of 20 MTD unions) and the National Maritime Union (1 of 4 Maritime Committee unions). Early in 1959, the NMU and SIU had signed a memorandum of agreement that resolved outstanding conflicting jurisdictional claims.² The Maritime Trades Department will continue to be headed by Paul Hall, who is also the president of the Seafarers' union. A special Seafaring Section was created within the MTD of which Mr. Hall and Joseph Curran (president of the NMU) will jointly serve as chairmen. About 290,000 workers will be represented by the new group; it will gain 50,000 to 60,000 workers upon formal affiliation of the International Longshoremen's Association with the AFL-CIO. The ILA's admittance was approved by AFL-CIO delegates at the convention following tentative approval by the Executive Council in August³ and by that union's membership during September.

Lithographers. At the 15th biennial convention of the Amalgamated Lithographers of America (Ind.⁴), September 14 to 18, delegates heard outgoing President F. Patrick Slater call for an intensified organizing program, greater efforts among locals to coordinate negotiations, and advance planning for the orderly introduction of technological developments. International Typographical Union President Elmer Brown addressed the convention and invited the Lithographers to join with the ITU on the basis of "equity and dignity." Agreement on jurisdictional and organization problems arising from technological developments had previously been reached by the two unions.

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹ For details of the convention proceedings, see p. 1206 of this issue.

² See Monthly Labor Review, March 1959, p. 303.

³ See Monthly Labor Review, October 1959, p. 1129.

⁴ The Lithographers withdrew from the AFL-CIO in August 1958. See Monthly Labor Review, October 1958, p. 1155.

Mr. Slater expressed hope that there would be further talks with the ITU in order to "effectuate and broaden our relations" with that union.

Painters. A plan to increase organizing activities and a 75-cent-a-month increase to \$2, in the monthly per capita tax were measures approved at the 20th general convention of the Brotherhood of Painters, Decorators and Paperhangers, held in Cleveland, Ohio, in early September. The increased revenues will be used in part to raise benefits from the union's death and disability fund and to finance an expansion of union services. Salaries of international officers, organizers, auditors, and international delegates were also raised.

Pulp, Sulphite and Paper Mill Workers. In Montreal, delegates to the International Brotherhood of Pulp, Sulphite and Paper Mill Workers convention heard favorable reports on an interim working agreement, aimed at eventual merger, with the International Woodworkers of America. Amicable relations with the IWA were emphasized by a check for \$10,000 to help finance a Woodworkers' strike at logging operations in Newfoundland and British Columbia. Delegates approved an increase in the per capita tax from \$1.50 to \$1.75 a month, effective January 1, 1960, and re-elected John P. Burke to another 3-year term as president and secretary. Mr. Burke has served in this capacity for 42 of the union's 53 years.

Other Union Developments

Teamsters. The court-appointed board of monitors for the Teamsters union⁵ requested Federal District Court Judge F. Dickinson Letts to hold hearings looking toward the possible ouster of Teamster President James R. Hoffa on the grounds he had violated the Federal court consent decree which had permitted him to take office. The board charged Mr. Hoffa was involved with alleged irregular placement of funds of Detroit Local 299 (of which Mr. Hoffa is also president) and of two previous deposits of union funds in noninterest bearing accounts. The board urged the court, if it finds its orders have been violated, to remove Mr. Hoffa from office and require him to make up financial losses resulting from the transactions.

The monitors on September 2 recommended suspension and union trial of officials of Teamster

locals in Miami, Chicago, and Hoboken, N.J. The charges, which arose from testimony before the Senate Select Committee on Improper Activities in the Labor or Management Field, involved personal use of union funds, payoffs from employers, and bribes to insure labor peace. Mr. Hoffa, however, at a quarterly meeting of the union's general executive board in late September, stated that the monitors' charges had been answered in detail and that he would not comply with their recommendations. Under court rulings, the monitors may appeal to Judge Letts (the Federal district court judge who has retained jurisdiction over the case since January 1958) for enforcement of their recommendations.

Indictments resulting in large part from the Senate committee's investigation were brought during September against Teamster union officials of Local 107 in Philadelphia and against the president of Local 211 in Pittsburgh. In New York City, a Federal court jury found two former Teamster officials guilty of conspiring to obstruct justice by concealing books and records that had been subpoenaed in a 1956 grand jury investigation of the garment and trucking industries.

Secretary of Labor James P. Mitchell directed that Hoffa report, within 10 days, on what steps his union had taken to comply with the provision of the new labor reform law prohibiting a person convicted of certain crimes from serving as a union officer or employee for 5 years after conviction or imprisonment.⁶ Mr. Hoffa immediately sent notice to all local unions to provide affidavits certifying that they were not violating the law; preliminary results of this survey, Mr. Hoffa said, showed that only 5 of the union's 3,000 employees and 7,000 officers were subject to removal. All five, he reported, were on leave of absence, and the 5-year ban would expire for the last of them by January 1960.

Other Actions. On September 9, 1959, the Senate Select Committee on Improper Activities in the Labor or Management Field tentatively ended its investigations after almost 3 years of hearings. Committee chairman John L. McClellan said the committee should wind up its affairs and issue its final reports.

⁵ See Monthly Labor Review, September 1969, p. 1030.

⁶ See Monthly Labor Review, October 1959, p. 1112.

The Air Line Pilots Association assessed 17 supervisory pilots of Pan American World Airways with fines totaling \$85,000 and suspended them from the union for 2 years. The union said the supervisors had flown jet airliners in place of regular crew members in an act to "circumvent, defeat, or interfere with collective bargaining." Supervisory pilots flew the new jets in regular service in 1958 while the union and company were negotiating over wage and other contract provisions covering pilots of jet airliners.

Affiliation of the Esso Tanker Men's Union (Ind.) with the Seafarers' International Union⁷ was approved by a referendum of the former union's members during September. Formal affiliation, however, was held up pending an NLRB representation election which had been sought by an independent rival union—the Esso Seamen's Association.

Work Stoppages and Wage Developments

Steel and Nonferrous Metals. Strikes in basic metal industries continued throughout September with no sign of settlement as the month ended. In a number of related situations, contracts were either extended pending the end of the steel strike, or settlements were reached without strike action. In the basic steel industry, where members of the United Steelworkers union have been striking since July 15, union and management negotiators met only sporadically despite efforts by the Federal Mediation and Conciliation Service and a plea from President Eisenhower for the parties to engage in "intensive, uninterrupted, good-faith bargaining" On September 28, the President summoned leaders of both sides to meet separately with him at the White House. They were urged to resume negotiations for a voluntary settlement that would be "fair and just to all parties involved, including the public." At a meeting immediately following these talks, industry and union spokesmen had a "frank and constructive exploration of viewpoints." They agreed to move the location of negotiations from New York City to Pittsburgh.

Negotiations in the copper industry, where strikes have shut down approximately 75 percent of the Nation's domestic production, were similarly conducted on an "off-again, on-again" basis.

Kennecott Copper Corp.'s negotiations with the independent Mine, Mill and Smelter Workers Union (the major union in this industry) were to resume on October 1. Settlements were reached by some zinc and brass producers with the Mine, Mill and Smelter Workers and the Steelworkers, but their influence on bargaining at the major companies did not appear to be significant.

For example, the American Brass Co. and the Mine, Mill and Smelter Workers agreed in early September upon a 2-year package valued at 13.4 cents an hour for about 2,800 workers in Ansonia and Torrington, Conn., and Buffalo, N.Y. According to the company, a subsidiary of the Anaconda Co., wage rates were increased by 7 cents an hour, retroactive to July 1, 1959, when the previous contract expired. Other provisions included an individual security benefit plan (reportedly patterned after plans negotiated in 1955 with major flat glass producers and the Glass Workers⁸), increased surgical insurance benefits, and a wage reopener on July 1, 1960. Agreement was reached without a work stoppage.

The Steelworkers and the American Smelting and Refining Co. agreed on a 2-year contract for workers at the firm's zinc smelting operations in Amarillo, Tex. The agreement—reached shortly before the September 30 expiration date of the previous contract—provided an immediate across-the-board increase of 8 cents an hour and a wage reopener in September 1960. Fringe benefits were not changed.

Contracts between the United Steelworkers and two major metal container producers—the American Can Co. and the Continental Can Co.—were extended just prior to a strike deadline of September 30. Under the arrangement—affecting a total of about 32,500 workers in 82 plants of the two firms—the present contracts will remain in force until 30 days following agreement in basic steel or until January 1, 1960, whichever occurs first. Any agreement on wages and other benefits made during the extension period will be retroactive to October 1.

Transportation. A walkout affecting 70,000 longshoremen, employed on the Atlantic and Gulf Coast ports from Maine to Texas, began on October 1 in spite of an agreement on September 30 by the International Longshoremen's Association and the New York Shipping Association to extend an

⁷ See Monthly Labor Review, September 1959, p. 1031.

⁸ See Monthly Labor Review, November 1955, p. 1286.

expiring contract for 15 days. Although the agreements covering Gulf Coast ports are separate from the contract for Atlantic Coast ports, settlements with the New York Shipping Association have usually served as a pattern for other bargaining groups. The strike started in the southern ports when employers there reportedly would not agree to the New York provision (governing ports from Maine to Virginia) that any increase in wages and other benefits would be retroactive to the contract expiration date. Captain William V. Bradley, president of the ILA, said all workers were pulled out so that the union's North Atlantic District members would not "have to work ships diverted from the South."

Management of the Nation's railroads served notice that they would propose that 11 nonoperating unions accept a 15-cent-an-hour pay reduction when negotiations begin in November. In August, these unions had asked for a 25-cent-an-hour raise.* A similar proposal had been previously made by the carriers to the operating rail unions, which had requested 12- to 14-percent pay increases.

The Pennsylvania Railroad announced that it would put into effect pay reductions for certain classes of nonunion salaried employees as a result of reductions in freight loadings caused by the steel strike. Effective September 1, employees earning between \$7,200 and \$10,000 annually took a 5-percent decrease, while a 10-percent cut was put into effect for those earning over \$10,000.

In a related action, about 1,000 accounting employees of the company agreed to take a half day off without pay on September 25 in order to avoid a planned layoff of some 100 employees. Approximately 8,000 company employees, both wage and salaried, have been laid off because of the decline in rail traffic.

Other Metalworking. Studebaker-Packard Corp. and the United Automobile Workers, representing about 7,000 employees at the South Bend, Ind., plant, announced agreement in early September on a 2.5-percent (minimum of 6 cents an hour) general wage increase plus a 2-cent cost-of-living adjustment. Pensions, insurance, and other fringe benefits were also increased. The settlement—negotiated under a reopening clause of a contract signed in 1958—provides for an additional minimum 6-cent wage advance in 1960. The 1958

agreement with the Big Three automobile producers, unlike that at Studebaker-Packard, provided for improvement factor increases (2.5 percent, minimum of 6 cents an hour) in each of the 3 contract years and made no provision for reopening.

Two-year contracts affecting about 8,000 employees of the Curtiss-Wright Corp. (Wright Aeronautical Division) in northern New Jersey were ratified by members of the United Auto Workers in mid-September. Wage rates of all production and maintenance workers were increased by 5 cents an hour and there were additional inequity wage adjustments for about 250 employees in 15 selected occupations. Pay advances for factory clerical employees ranged from 4 to 6 cents an hour. Improvements in fringe benefits included additional vacation pay for 15- and 20-year service employees, increased hospitalization allowances for employees and dependents, and liberalized life insurance coverage; a wage reopener is scheduled for the second contract year.

An increase in pay for about 3,200 production and maintenance employees of the Carrier Corp. in Syracuse, N.Y., was announced in early September. According to the company, the increases were retroactive to July 27 and amounted to 7 or 8 cents an hour for most hourly paid workers. Employees paid under the company's incentive system were to receive base-rate increases of 5 or 6 cents an hour. A representative of the United Steelworkers, which has been conducting an organizing campaign, said the union would not file an unfair labor practice charge against the company for instituting a unilateral wage action but instead would consider the wage increase a "down payment" on increases it hopes to negotiate. The workers had formerly been represented by a Federal Labor Union which recently transferred its charter to the Steelworkers' union.

A 3.6-percent pay increase for about 2,500 employees of the United Shoe Machinery Corp. in Beverly, Mass., was announced by the company on September 4. The increase was to be effective September 25; factory workers are represented by the United Electrical, Radio and Machine Workers union (Ind.).

A strike, in effect since July 15 at the Bridgeville and Titusville, Pa., plants of Universal

* See Monthly Labor Review, October 1960, p. 1142.

Cyclops Steel Corp., ended on September 9 when members of the Steelworkers' union agreed to a contract extension. The agreement lengthened the existing contract until 20 days after the settlement of the national steel strike.

A contract providing a 2-year moratorium on wages and elimination of "a number of excess cost practices," such as high guaranteed rates on untimed incentive jobs was ratified on September 13 by members of the Metal Polishers, Buffers, Platers and Helpers International Union employed at the Electric Auto Lite Co.'s automobile bumper plant in Sharonville, Ohio. The contract is for 3 years and can be reopened in the last contract year on wages only; according to the company, about 600 workers are employed at times of peak production.

Other Manufacturing. Pay increases for about 4,400 workers employed in the Los Angeles harbor area by members of the Southern California Fish Cannery Association were negotiated in early September with the Cannery Workers Union of the Pacific, an affiliate of the Seafarers' International Union. Wage rates for men were to go up 6.5 cents an hour in the first year and 5.5 cents an hour in both the second and third years; slightly smaller increases were scheduled for women.

Formal agreements between the Cudahy Packing and Rath Packing Cos. and two unions—the Packinghouse Workers and the Meat Cutters—were announced on September 15 and 16. The settlements, affecting about 9,000 workers, were patterned after agreements between Armour and Co. and the two unions reached on August 31,¹⁰ and included wage increases totaling 15 cents an hour over a 2-year period (the first installment retroactive to September 1), and fringe benefits estimated by the unions at 10 cents an hour. The companies and the unions had earlier agreed to follow, in principle, the package increase at Armour.

A strike at Swift & Co. by the Meat Cutters and the Packinghouse Workers¹¹ continued throughout the month. The dispute centered in a company proposal for smaller wage and fringe benefit increases at some of its southern plants, and for a reopening on wages in the fall of 1960 in

lieu of a deferred increase such as that negotiated at Armour.

In the meantime, the company had reached an interim agreement with the independent National Brotherhood of Packinghouse Workers. This settlement included an 8.5-cent-an-hour pay increase, incorporation of the 14-cent-an-hour cost-of-living allowance into base rates, and other fringe benefit improvements for about 5,000 workers; at the southern plants, however, where an additional 1,500 workers are covered by the NBPW contract, the only agreement change reported was incorporation of the cost-of-living allowance.

A contract providing the first general pay increases since June 1956 and an improved pension plan was ratified in late August by members of the Textile Workers Union of America employed at the Thompsonville, Conn., plant of the Bigelow-Sanford Carpet Co. Pay increases, retroactive to June 3, amounted to 3 cents an hour for pieceworkers and 4.5 and 6 cents (depending on rates of pay) for hourly workers; a 6-cent hourly increase for all workers is scheduled for 1960. The pension plan will provide \$1 a month retirement benefits for each year of service up to 30, exclusive of social security. Added to the pension plan were total and permanent disability benefits of \$50 a month for employees with at least 20 years' service. Other contract changes included an 8th paid holiday and improved insurance benefits.

Pay increases of up to \$16 a week over the contract period for about 1,200 newsmen were included in an agreement ratified on September 13 between three San Francisco newspapers and the American Newspaper Guild. The agreement included \$2-\$5 weekly increases retroactive to March 27 when the previous contract expired, an additional \$1-\$3.75 effective September 27, 1959, and a total of \$2-\$7.25 in 1960. Previous "top minimum" scale for newsmen with 6 years' experience was \$138.50 a week.

Nonmanufacturing. Salary increases of 5.5 percent for about 22,000 Los Angeles city employees were put into effect in late August and early September. About 12,000 nonuniformed employees received their increases September 6, only after the city council overrode the mayor's veto; the City's Department of Water and Power had

¹⁰ See Monthly Labor Review, October 1959, pp. 1140-41.

¹¹ Ibid.

earlier authorized increases for 10,350 employees effective August 30, 1959.

Contracts covering about 22,000 employees of Western Electric Co. were negotiated in September with the Communications Workers of America. Both settlements—one affecting distribution and warehouse employees and the other affecting telephone equipment installers and job clerks—raised rates of pay 6 to 12 cents an hour. Raises of \$2.25 to \$2.75 a week were negotiated for job clerks. Some improvements in fringe benefits were included in both contracts. The contract covering installers was subject to union membership ratification by October 28.

Pay increases for about 15,000 employees of retail food chain stores in eastern Pennsylvania, southern New Jersey, and Delaware were negotiated by the Retail Clerks International Association and the Food Store Employers Labor Council. The agreement called for \$5 and \$6 weekly wage

increases, retroactive to August 1, 1959, for full-time employees, and 7.5 cents an hour for part-time help. An additional \$5 and \$4 weekly for regular employees and 7.5 cents hourly for part-time help is due on January 1, 1961. Pro rata vacation and holiday pay for part-time employees and a fourth week's vacation after 20 years were also added to the contract.

Approval of a 2-year contract between the Prudential Insurance Company and the Insurance Workers International Union for more than 11,000 company agents was announced in mid-September. Although pay was not increased, contract changes included an increase in permissible days off, a provision that an agent will not incur a loss in pay for 20 weeks after his debit (number of policies) is reduced, and an increase in vacation time. The contract changes agreed to were the same as a previous company offer earlier rejected by union members.

Before leaving the subject of seniority [versus worker ability] it is well to point out that continuous length of service is also important in nonunion companies. A National Industrial Conference Board study of 110 nonunion companies in 1950 found that over 95 percent gave consideration to length of service in layoffs and over 70 percent considered seniority in promotions and rehires. On the other hand, outside the United States, seniority is given much less weight even in unionized companies. Teaching in Great Britain this spring, I found management and union representatives quite surprised at the important role played by seniority in the United States. Management officials particularly found it difficult to understand how the high productivity which they almost unquestionably accept as characteristic of American industry could go hand in hand with this apparent disregard of merit and ability in deciding which employees to promote or to retain in layoffs. The absence of predetermined rules to follow may serve as a partial explanation for the relative frequency of work stoppages in Great Britain when layoffs do occur.

—Jack Stieber, Labor and Industrial Relations Center, Michigan State University, Statement Before Joint Economic Committee, Congress of the United States, on Non-wage Aspects of Collective Bargaining: Effects on Productivity, Labor Mobility, and Economic Growth, 1959

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Economic Development—Principles, Problems, and Policies. By Benjamin Higgins. New York, W. W. Norton & Co., 1959. xviii, 803 pp., bibliography.

Though planned as a textbook, this volume obviously outgrew the initial program and should be considered as an original presentation. It consists of five parts: (1) Introduction: The Problem of Economic Development; (2) Principles: General Theory of Development; (3) Principles: Lessons of History; (4) Principles: Theories of Underdevelopment; and (5) Policies. The plan would have been clearer if the book had been divided into an introduction and two sections: "Theories of Economic Development" (parts 2, 3, and 4) and "Policy of Economic Development" (part 5). The theoretical section follows the conventional pattern of a textbook, with a rather detailed survey of the existing literature (including some articles and papers of only temporary value) and with necessary comments by the author. The second section is a treatise or manual for developmental policy based largely on the author's own experience.

In the opinion of this reviewer, these two sections do not fit each other closely and are hardly designed for the same readers. The theoretical section deals with economic development in the sense of economic growth in the broadest meaning of this term—in any place at any time, in other words with an imaginary economic system described in terms of assumptions, equations, or symbols. In contrast, in the political part, Professor Higgins applies the term "economic development" to the phenomena in underdeveloped coun-

tries which are making a deliberate effort to raise their standard of living by increasing their national output. Furthermore, he considers these phenomena from the point of view of a foreign expert called upon to advise and assist the respective governments in such developmental efforts.

The reader who has worked his way through the theoretical section of the book will discover that the political part contains no suggestion on how to accelerate economic growth or prevent its slowing down in economically developed areas, and that the theoretical drill to which he has been exposed is not absolutely necessary for the understanding of problems discussed in this part of the book. However, neither the reader nor the reviewer has a right to ask the author why he concentrated his attention on a particular group of problems in preference to others. The question is, rather, how he accomplished what he set out to do. In the opinion of this reviewer, he has done a splendid job in both parts.

The theoretical part may be somewhat difficult for a reader not initiated into the mysteries of econometrics. But in the political part, Professor Higgins has shown an unusual ability to present complicated problems lucidly and to defend his stand while paying due attention to controversial viewpoints. His analysis is largely based on the experience of six countries, more exactly, six areas which represent different types and phases of an underdeveloped economy—Lybia, India, Indonesia, the Philippines, Mexico, and south Italy. The author has firsthand information on conditions in Lybia, Indonesia, and the Philippines and relies on intensive fieldwork undertaken by his colleagues of the Massachusetts Institute of Technology in India, Indonesia, and Italy. He has included Mexico to obtain a more rounded sample.

"We have in the list," he points out, "three Roman Catholic, two Moslem, and one Hindu country; one country (Mexico) that has been independent for nearly two centuries; one (Italy) that has been independent for 1,500 years but only recently reunited; one country (India) that gained its independence after World War II by an evolutionary process; and one (Indonesia) that fought hard for its freedom. We also have a full geographic spread: Europe, Asia, Africa, and Latin America." In our opinion, the sample is well selected, though it represents the Afro-Asian world more adequately than Latin America.

In treating the different aspects of developmental policy, Higgins is inclined to overemphasize the technical and purely economic factors (allocation of investments, savings, foreign aid) in comparison with human and environmental factors (the skill and attitudes of the people, their educational level and health conditions, the efficiency and integrity of public administration, and so on). He recognizes, of course, the impact of psychological and political factors but seems to take them for granted. Near the end of the book he remarks: "Ultimately, the effectiveness of development plans depends on the whole political and ideological environment. Economic development will take place only if people 'want' it." He fails, however, to elaborate this point, which is crucial for economic planning in many underdeveloped countries. This reviewer is inclined to believe that the experts from Europe and the United States working in underdeveloped countries do not always realize the significance of the human, psychological, cultural, and political factors. To judge from the way Higgins describes these experts, he does not overrate their sagacity:

The foreign technical assistance "expert" who remains long enough in the field, typically goes through three stages. Too often his first reaction is: "Everything here is different from at home; this is terrible. We must change everything." As he lives and travels in these countries, however, he begins to appreciate their culture, civilization, values, and way of life. At this stage, the reaction often is: "Why would we force on this happy people the frictions and neuroses of our Western society?" In the third stage, attained after still further experience with underdeveloped countries, the "expert" comes to realize that the question "to develop or not to develop" is not one for the West to answer.

The "expert" described by the author is, of course, slightly on the dumb side. All people in all parts of the world yearn for improvement in their life—freedom from suffering and hunger, freedom from hardship and fear for themselves and those whom they love. This yearning, combined with social inequality, political conditions, cultural and religious tenets, is at the origin of all developmental plans. Some sparks of dynamism therefore glimmer almost everywhere, and the "experts" from the advanced countries come into the picture only when and where these sparks have been bright enough to lead the ruling groups of the country to the decision "to develop." The "experts" can therefore start directly with

the fourth stage: "Do you wish to develop strongly enough? Do all your people share your desire? Then tell us what they desire most urgently, and we shall tell you how these things have been done elsewhere. And now, let us search together for the best way for doing those things here."

After having reached this stage, the "experts" will find in the excellent book of Professor Higgins a gold mine of information and a guide for their difficult task.

—W. S. WOYTINSKY
Washington, D.C.

A Changing America: At Work and Play. By A. W. Zelomek. New York, John Wiley & Sons, Inc., 1959. 181 pp. \$3.95.

A. Wilbert Zelomek is an economist turned journalist; this is a happy combination. His latest book is filled with facts and statistics, yet is interesting and easy to read.

Zelomek examines the changes which are occurring in our American society. These include such diverse subjects as the modern woman, automation, leisure, culture, suburbia, and the service industries.

The woman today plays a far more important part in the social and economic life than ever before. She contributes to the flexibility of the labor force and has helped make possible a greater expansion in the service industries. At the same time, Zelomek debunks some of the exaggerated notions about the importance of women as consumers and financiers; they do not dominate family spending or investing.

With respect to automation, it is pointed out that we can now perform many previously impossible tasks and can eliminate thousands of low-grade jobs. Automation, however, will develop at moderate speed and no economic cataclysms will result.

The author is optimistic about American culture, both in the popular and fine arts. His statistics on the attendance at concerts, sales of records, visitors at art galleries, etc., demonstrate the rising interest of Americans in higher forms of culture.

In looking to the future, Zelomek anticipates a continued expansion in service industries, yet on examining them in detail, he can find few expenditures which could be called wasteful. He even

points out that rapidly increasing demand for government services of all kinds represents a real need.

—EWAN CLAGUE

Commissioner of Labor Statistics

American Labor in Midpassage. Edited by Bert Cochran. New York, Monthly Review Press, 1959. 196 pp. \$3.50.

This volume contains essays by 11 unaffiliated radicals whose stated purpose is to evaluate current issues facing American trade unions within the context of the larger social scene and thereby provide new insights to the probable course of the labor movement in the coming years.

A degree of uniformity is attained by the generally and firmly held belief of the participants that the labor movement is an institution, and some of the authors would say the only institution, capable of refashioning the social order. The studies fall into two distinct categories: First, those which take the broad view and purport to present elements of a new theory of the American labor movement and, second, a number of shorter chapters which are less pretentious and deal directly with specific institutional developments which are closely related to the controversy and debate now going on at a high pitch in the Congress, newspapers, trade unions, and academic circles.

Bert Cochran, the editor of the volume, whose writings account for about one-third of the text, attempts to provide a theoretical framework. His concept of historical progress seems to be relatively simple, since it can be described in terms of the condition of the trade unions at any point of time and measured by the distance the unions have already traveled along the path to a prescribed goal. Cochran finds little in the present situation which is encouraging. Large union funds and membership, political strength, and stability in economic relationships are almost entirely discounted since they do not add up, in his view, to any significant alteration in our social and economic structure. This lack of progress, he states, is due mainly to business unions whose inept leaders have now grown old and lack militancy. Economic conditions, failure to build an independent labor party, and general worker apathy are additional, but less urgent factors delaying inevitable success. The reader, however, is warned

not to be overly concerned with current trends, for all this "is but a moment on the scale of history" and social advances again will be made, as in the past, in periods of crisis.

The polemical nature of Cochran's approach perhaps is most clearly seen in his conclusions. "Since no one has yet discovered a new social force—although there have been many attempts to do so—which can usher the necessary, and as a matter of fact, inevitable social changes into our rudderless industrial society now gone amuck, the conviction must be retained that after sufficient trial and error, the labor movements, each in their own way . . . will rise to the historic needs of our epoch." Again, the emphasis on reordering the social order while in large part dismissing or ignoring all recent progress is found in a chapter by Paul Sweezy. He finds, "Now that unemployment is again returning to 'normal' (for capitalism), we can venture the forecast that the era of important workers' gains has ended. And we may hope that this foreshadows the rebirth of labor militancy on both economic and political fronts."

The value of this volume rests almost entirely in the chapters in which substantial issues are more objectively examined. Findings in the studies dealing with the impact on the trade unions of automation, corruption, the increased importance of the white-collar and women workers, and shifts in political alignments do not lend support and in many instances seem to contradict the underlying assumption of a manifest destiny for the trade union movement. For instance, contrary to the theory, increasing industrialization in the American economy in the postwar period has not been accompanied by a concomitant increase in the number and power of what is considered the strategic group—the industrial worker. Whether one examines the changing importance of the industrial worker from the viewpoint of automation, occupational composition, income distribution, or consumer demands, it is apparent that significant alterations are taking place in his relative role in the economy. The pluralism and pragmatism of the American labor movement reflect an attempt to adjust to these sharp and dramatic changes in a diverse culture and cannot be dismissed by castigating union leadership.

It is ironic that those writing in this volume who seem to have the clearest view of the nature

of the problems confronting the trade unions have limited their discussion to summaries of current issues. The much needed look into the future has been assigned to those with fixed ideological postures who seem not to be disturbed by contradictory evidence.

—MURRAY WERNICK

Board of Governors, Federal Reserve System

A History of American Labor. By Joseph G. Rayback. New York, Macmillan Co., 1959. 459 pp., bibliography. \$6.

Conflict Within the AFL: A Study of Craft Versus Industrial Unionism, 1901-1938. By James O. Morris. Ithaca, N.Y., Cornell University, New York State School of Industrial and Labor Relations, 1958. 319 pp., bibliography. (Cornell Studies in Industrial and Labor Relations, X.) \$5.

The field of labor history, which has been plowed almost exclusively by the labor economist, is open for exploration by the historian as well. These two competent books—one by a historian, the other by a labor economist—may not be outstanding examples for what each discipline is best suited, but they demonstrate that there is substantial room for both.

For a historian, Joseph G. Rayback's qualifications for writing labor history are remarkably apt. In addition to being head of the Department of History at Pennsylvania State University, he is acting head of a new Department of Labor Education. He has taught college courses in labor history for more than 10 years. He was president of a local of the American Federation of Teachers for 2 years; union membership, the book jacket points out, runs in his family. In his book, which might have been more appropriately entitled "Labor in American History," the influence of the historian is reflected, among other ways, in the attention devoted to the 18th and 19th centuries. More than a third of the book covers labor prior to the formation of the American Federation of Labor. The emphasis given to certain events (e.g., the troubles of the IWW) which were more significant as reflections of the temper of the times than as milestones in the development of the labor movement may also reflect the historian's interest. His training as a historian, however, surely cannot account for

his skilled—in this reader's judgment, faultless—use of the terminology and the jargon of work and the labor movement. The book is simple and straightforward in style, and has no footnotes. Presumably intended as supplementary reading for the student of American history, it should serve this purpose well. It can also be recommended to the general reader with an interest in labor history.

The book by James O. Morris, assistant professor at the New York State School of Industrial and Labor Relations, is intended for the labor specialist. It is a study of political, ideological, and organizational conflict within the AFL, leading to the formation of the CIO, and is broader in scope than the craft versus industrial union issue indicated in the subtitle. The developments prior to 1935 are interestingly set forth, particularly the life and death of Brookwood Labor College, but the great drama of the CIO break is lost in a mass of colorless documentation from secondary sources—the compilation of which merits the author at least a tear of sympathy from the reader. Dr. Morris is historian enough to acknowledge that the full story is not yet available, but unfortunately, fails to specify which important files or documents were denied to him.

From the vantage point of postmerger retrospect, Dr. Morris lays the blame for the CIO split on the craft union leaders who controlled the AFL. Perhaps too close to the 'optimism pervading the 1955 merger, the author implies that the residents in the House of Labor lived happily ever after. With the background of conflict firmly in hand, Dr. Morris should be encouraged to prepare a second volume covering the period 1938-1960.

—JOSEPH W. BLOCH

Division of Wages and Industrial Relations
Bureau of Labor Statistics

Labor U.S.A. By Lester Velie. New York, Harper & Brothers, 1959. 318 pp. \$4.95.

Mr. Velie has one advantage over most labor experts: he can write well. Therefore, his sketches of labor trends and labor leader personalities are engaging. Excepting that of Samuel Gompers, the portraits are generally excellent. The Gompers lapse results understandably from the handicap imposed by reliance on secondary sources.

But the essays on living union leaders—George Meany, James R. Hoffa, Walter P. Reuther, David J. McDonald, David Dubinsky, John L. Lewis, and A. Philip Randolph—are perceptive if a bit vivid.

The portions of the book which deal with basic labor problems do not score as well. Here, the less literary but better informed expert can pick flaws in fact and flaws in interpretation almost at will, and the informed reader can only be left with the conclusion that the author has steeped himself in generalization rather than in mood and facts—that he has read too much too hastily. Thus, George Meany is named as the third instead of the fourth president of the old AFL. Gompers “invented” the labor contract. Philip Murray became a director of the National Association for the Advancement of Colored People “to encourage Negro steelworkers to join his union.” The discussion of the international relations of labor borders on phantasy.

Mr. Velie's annotated source listing suggests he has read widely and interviewed extensively in preparation for his book.

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The Outlook for Wages and Profits. By Louis J. Kroeger. Berkeley, California Personnel Management Association, [1959]. 7 pp. (Management Report 239.) \$1.

Wages, Prices, and Politics. By B. C. Roberts. (In *Labor Law Journal*, Chicago, June 1959, pp. 385-392. \$1.)

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Attitudes Toward Inflation: 1896, 1933, and 1959. By Jacob Oser. (In *Current Economic Comment*, University of Illinois, Bureau of Economics and Business Research, Champaign, August 1959, pp. 43-54.)

Inflation and Quasi-elective Changes in Costs. By Ruth P. Mack. (In *Review of Economics and Statistics*, Harvard University, Cambridge, Mass., August 1959, pp. 225-231. \$2.)

Consumer Reactions to Inflation. By Eva Mueller. (In *Quarterly Journal of Economics*, Harvard University, Cambridge, Mass., May 1959, pp. 246-262. \$1.50.)

Economic Policy in Western Europe. Prepared for Joint Economic Committee on Conferences in Western Europe by the Committee Staff. Washington, 1959. 401 pp., bibliography. (Joint Committee Print, 85th

Cong., 2d sess.) \$1.25, Superintendent of Documents, Washington.

Handicapped Worker

Independence for the Handicapped: A Review of Progress in Rehabilitation and Employment of the Handicapped. Washington, U.S. Department of Health, Education, and Welfare, Office of Vocational Rehabilitation (in cooperation with President's Committee on Employment of the Physically Handicapped), 1959. 8 pp.

The Mentally Handicapped Can Be Placed. By H. T. McNamee. *Employment of the Emotionally Handicapped.* By Isadore Morantz. (In *Employment Security Review*, U.S. Department of Labor, Bureau of Employment Security, U.S. Employment Service, Washington, September 1959, pp. 17-22. 20 cents, Superintendent of Documents, Washington.)

Health and Welfare

Medical Care for Welfare Recipients—California, 1957. By Margaret Greenfield. Berkeley, University of California, Bureau of Public Administration, 1959. 215 pp.

United Mine Workers of America Welfare and Retirement Fund—Report for the Year Ending June 30, 1959. Washington, 1959. 40 pp.

Occupational Health Services in Small Businesses. By Harold J. Magnuson, M.D. (In *Industrial Medicine and Surgery*, Chicago, August 1959, pp. 377-380. \$1.25.)

Working Paper on Financing Migrant Health Services. Washington, President's Committee on Migratory Labor, 1959. 70 pp. Free.

Cost and Financing of Health Care for the Aged. Princeton, N.J., Princeton University, Industrial Relations Section, September 1959. 8 pp. (Selected References, 89.) 40 cents.

The Cost of Medical Care. Geneva, International Labor Office, 1959. 216 pp. (Studies and Reports, New Series, 51.) \$1.50. Distributed in United States by Washington Branch of ILO.

Labor Legislation

The Labor Reform Law (Labor-Management Reporting and Disclosure Act of 1959). Washington, Bureau of National Affairs, Inc., 1959. 496 pp. \$9.50, cloth; \$8.50, paper.

State "Right-To-Work" Laws. By David Swankin. Washington, U.S. Department of Labor, Bureau of Labor Standards, 1959. 8 pp., bibliography. (Bull. 204.) Single copies free.

Refusals to Work and Union Objectives in the Administration of Taft-Hartley and Unemployment Compensation. By Daniel R. Mandelker. (In Cornell Law Quarterly, Ithaca, N.Y., Summer 1959, pp. 477-523.)

What the Businessman Should Know About the Taft-Hartley Act. By Thomas J. McDermott. Washington, Public Affairs Press, 1959. 33 pp., bibliography. \$1.

Labor-Management Relations

Labor Problems: Cases and Readings. By George P. Shultz and John R. Coleman. New York, McGraw-Hill Book Co., Inc., 1959. 546 pp. 2d ed. \$6.50.

Labor Economics and Labor Relations. By Lloyd G. Reynolds. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1959. 568 pp., bibliographies. 3d ed. \$6.95.

A Guide to Labor-Management Relations in the United States—Supplement No. 2. By Joseph W. Bloch and Theodore W. Reedy. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1959. 43 pp. (Bull. 1225-2.) 45 cents, Superintendent of Documents, Washington.

Arbitration and the Law: Proceedings of the 12th Annual Meeting, National Academy of Arbitrators, Detroit, Mich., January 29-31, 1959. Edited by Jean T. McKelvey. Washington, Bureau of National Affairs, Inc., 1959. 202 pp. \$6.50.

Arbitrability Under the Standard Labor Arbitration Clause. By Frank Plant. (In Arbitration Journal, New York, Vol. 14, No. 2, 1959, pp. 51-72. \$1.50.)

How Not to Handle Productivity Disputes. By James J. Foley. (In Harvard Business Review, Boston, September-October 1959, pp. 68-80. \$2.)

The Adjustment of Labor-Management Disputes in California, 1958. San Francisco, Department of Industrial Relations, State Conciliation Service, 1959. 38 pp.

The Origins of Recent Labor Policy. By Grant N. Farr. Boulder, University of Colorado, 1959. 111 pp., bibliography. (Series in Economics, 3.) \$2, University of Colorado Press, Boulder.

Common Law Limitations on Employer Anti-Union Conduct: Protection of Employee Interest in Union Activity by Tort Law. By Alfred W. Blumrosen. (In Northwestern University Law Review, Chicago, March-April 1959, pp. 1-29.)

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The Story of the National Union of Printing, Bookbinding and Paper Workers. By Clement J. Bundock. Oxford, England, University Press, 1959. 588 pp.

Unionization of Office Workers—The Past, Present, and Future. By John F. Kiernan. (In Office Executive, National Office Management Association, Willow Grove, Pa., July 1959, pp. 27-31. 50 cents.)

Manpower

Teacher Supply and Demand in Public Schools, 1959. By Ray C. Maul. Washington, National Education Association of the United States, 1959. 52 pp. (Research Report 1959-R6.) 50 cents.

Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960. Ottawa, Canadian Department of Labor, Economics and Research Branch, 1959. 55 pp. (Professional Manpower Bull. 5.) 25 cents, Queen's Printer, Ottawa.

Women in Business: Equal Pay for Equal Work? By E. Lanham and Lola B. Dawkins. Austin, University of Texas, Bureau of Business Research, 1959. 14 pp. (Occasional Series, 1.) 25 cents.

Career Patterns of Former Apprentices. By Joseph H. Schuster. Washington, U.S. Department of Labor, Bureau of Apprenticeship and Training, 1959. 21 pp. (Bull. T-147.) Free.

Mid-American Conference on Migratory Labor, St. Louis, Mo., April 7-9, 1959. Washington, President's Committee on Migratory Labor (in cooperation with Council of State Governments), 1959. 49 pp. Free.

Industrial Homework: An Old Problem Lingers On. By Milton Derber and Gilbert Donahue. Champaign, University of Illinois, Institute of Labor and Industrial Relations, 1959. 11 pp. (Lecture Series, 17.) 10 cents.

Youth in the Labor Market [Washington State]. Olympia, State of Washington Employment Security Department, 1959. 53 pp. Free.

Utah Entry Occupations Survey of High School Graduates, 1953, 1955, 1957. Salt Lake City, Department of Employment Security, 1959. 60 pp. Free.

Young Persons Entering Employment, [Great Britain, 1958]. (In Ministry of Labor Gazette, London,

June 1959, pp. 211-215. 2s., H.M. Stationery Office, London.)

Arizona's Trained Manpower Future. Phoenix, Employment Security Commission of Arizona, State Employment Service, 1959. 81 pp. Free.

Occupations of Railroad Employees in 1957. (In Monthly Review, U.S. Railroad Retirement Board, Chicago, pp. 7-12.)

Coworkers in Public Transport. (In Personnel Management, London, June 1959, pp. 88-94. 4s. 6d.)

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Automation and Jobs. By William R. McIntyre. Washington (1156 19th Street NW.), Editorial Research Reports, 1959. 18 pp. (Vol. I, 1959, No. 21.) \$2.

Office Automation and White Collar Employment. By Georgina M. Smith. New Brunswick, N.J., Rutgers—The State University, Institute of Management and Labor Relations, 1959. 26 pp. (Bull. 6.) 50 cents.

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Trends in Personnel Practices for Office Workers. By Nicholas L. A. Martucci. (In Office Executive, National Office Management Association, Willow Grove, Pa., July 1959, pp. 9-13. 50 cents.)

Making Incentives Work. By Frances Torbert. (In Harvard Business Review, Boston, September-October 1959, pp. 81-92. \$2.)

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How to Conduct a Manpower Audit. By D. R. Lester and Marjorie L. Owen. (In Personnel, American Management Association, New York, May-June 1959, pp. 41-51. \$1.75; \$1.25 to AMA members.)

Skill Requirements and Industrial Training in Durable Goods Manufacturing. By Charles S. Benson and Paul R. Lohnes. (In Industrial and Labor Relations Review, Ithaca, N.Y., July 1959, pp. 540-553. \$1.75.)

Measurement and Evaluation of Organizational Performance—An Annotated Bibliography. By Paul Wasserman. Ithaca, N.Y., Cornell University, Graduate School of Business and Public Administration, 1959. 110 pp. \$3.75.

On Being the Boss: Some Practical Comments on Supervision. By Wilbur M. McFeely. New York, Association Press, 1959. 123 pp. \$2.

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Current Labor Statistics

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¹ This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics; (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1964); and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex
[In thousands]

Employment status	Estimated number of persons 14 years of age and over ¹																	
	1959												1958		Annual average			
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov. ²	Oct.	Sept.	1958	1957 ³			
Total, both sexes																		
Total labor force.....	72,109	73,204	73,875	73,862	71,955	71,210	70,768	70,062	70,027	70,701	71,112	71,743	71,875	71,284	70,746			
Civilian labor force.....	69,577	70,667	71,338	71,324	69,405	68,639	68,189	67,471	67,430	68,081	68,485	69,111	68,740	68,647	67,948			
Unemployment.....	3,230	3,426	3,744	3,982	3,389	3,627	4,362	4,749	4,724	4,108	3,833	3,805	4,111	4,681	2,936			
Unemployment rate, seasonally adjusted ⁴	5.6	5.5	5.1	4.9	4.9	5.3	5.8	6.1	6.0	6.1	5.9	7.1	7.2	6.8	4.3			
Unemployed 4 weeks or less.....	1,539	1,567	1,773	2,274	1,405	1,382	1,365	1,600	1,861	1,706	1,632	1,522	1,599	1,533	1,485			
Unemployed 5-10 weeks.....	662	756	902	1,330	601	565	823	1,176	1,044	771	695	667	644	959	650			
Unemployed 11-14 weeks.....	293	290	251	250	253	283	629	509	444	328	272	225	436	438	240			
Unemployed 15-26 weeks.....	340	290	303	387	515	675	767	727	857	529	499	581	873	785	321			
Unemployed over 26 weeks.....	396	493	515	540	605	723	777	737	818	782	735	811	888	667	239			
Employment.....	66,347	67,241	67,594	67,342	66,016	65,012	63,828	62,722	62,706	63,973	64,653	65,306	64,629	63,966	65,011			
Nonagricultural.....	60,105	60,884	60,760	60,111	59,008	58,163	58,625	58,030	58,013	59,102	58,958	58,902	58,438	58,122	58,780			
Worked 35 hours or more.....	31,869	45,797	44,863	47,627	47,935	47,287	46,292	44,968	46,044	47,076	44,114	46,522	46,719	44,875	46,238			
Worked 15-34 hours.....	21,859	6,066	6,338	6,257	6,431	6,615	6,915	7,745	6,880	6,960	9,015	7,221	6,381	7,324	6,933			
Worked 1-14 hours.....	2,929	2,409	2,683	2,945	3,349	3,420	3,496	3,424	3,288	3,813	3,146	3,062	2,751	3,047	2,777			
With a job but not at work ⁵	3,450	6,009	6,800	3,283	1,891	1,839	1,920	1,894	1,801	1,753	1,753	2,094	2,586	2,476	2,821			
Agricultural.....	6,242	6,357	6,825	7,231	6,408	5,848	5,203	4,692	4,693	4,871	5,695	6,404	6,191	5,444	6,222			
Worked 35 hours or more.....	4,282	4,540	4,730	4,923	4,489	3,858	3,226	2,677	2,772	2,845	3,760	4,660	4,263	3,827	4,197			
Worked 15-34 hours.....	1,393	1,230	1,471	1,700	1,455	1,387	1,273	1,217	1,132	1,266	1,399	1,212	1,348	1,361	1,413			
Worked 1-14 hours.....	441	387	428	455	348	425	523	479	504	522	390	376	436	457	416			
With a job but not at work ⁵	125	202	195	152	117	179	181	318	285	238	187	126	144	190	166			
Males																		
Total labor force.....	49,110	50,230	50,684	50,385	48,945	48,653	48,360	48,073	47,981	48,190	48,418	48,756	48,759	48,802	48,649			
Civilian labor force.....	46,610	47,725	48,179	47,879	46,427	46,114	45,813	45,514	45,417	45,601	45,822	46,155	46,155	46,197	45,882			
Unemployment.....	2,022	2,138	2,315	2,403	2,085	2,317	2,971	3,359	3,282	2,902	2,904	2,454	2,615	3,155	1,903			
Employment.....	44,588	45,587	45,863	45,476	44,342	43,798	42,842	42,156	42,135	42,699	43,318	43,701	43,539	43,042	43,989			
Nonagricultural.....	39,764	40,537	40,493	39,942	39,291	38,908	38,338	37,901	37,981	38,464	38,614	38,693	38,623	38,240	38,952			
Worked 35 hours or more.....	23,179	32,653	31,966	34,003	33,630	33,046	32,307	31,433	32,006	32,425	30,966	32,547	32,714	31,390	32,546			
Worked 15-34 hours.....	13,046	2,953	3,221	2,912	2,953	3,157	3,330	3,582	3,434	3,418	5,160	3,505	3,119	3,736	3,461			
Worked 1-14 hours.....	1,244	1,043	1,235	1,292	1,540	1,551	1,594	1,456	1,399	1,414	1,294	1,261	1,122	1,329	1,197			
With a job but not at work ⁵	2,296	3,905	4,071	1,735	1,167	1,130	1,194	1,220	1,143	1,210	1,195	1,378	1,669	1,784	1,748			
Agricultural.....	4,824	5,050	5,369	5,535	5,051	4,900	4,505	4,165	4,154	4,235	4,704	5,008	4,916	4,802	5,037			
Worked 35 hours or more.....	3,681	3,932	4,093	4,255	3,933	3,545	3,001	2,509	2,582	2,644	3,362	3,961	3,691	3,413	3,716			
Worked 15-34 hours.....	750	647	792	860	760	808	906	928	854	933	866	660	787	857	842			
Worked 1-14 hours.....	281	291	312	296	254	333	428	425	448	443	308	281	313	353	306			
With a job but not at work ⁵	111	182	174	124	95	155	172	303	270	216	168	106	126	179	171			
Females																		
Total labor force.....	22,999	22,974	23,191	23,477	23,010	22,857	22,408	21,969	22,046	22,510	22,695	22,987	22,617	22,482	22,997			
Civilian labor force.....	22,967	22,942	23,159	23,445	22,978	22,825	22,376	21,957	22,013	22,479	22,663	22,956	22,586	22,451	22,964			
Unemployment.....	1,209	1,288	1,429	1,579	1,304	1,310	1,391	1,391	1,442	1,206	1,329	1,351	1,496	1,526	1,043			
Employment.....	21,759	21,654	21,731	21,866	21,674	21,514	20,985	20,566	20,571	21,273	21,334	21,605	21,090	20,924	21,921			
Nonagricultural.....	20,341	20,347	20,276	20,170	20,317	20,265	20,287	20,039	20,032	20,638	20,343	20,349	19,815	19,882	19,837			
Worked 35 hours or more.....	8,689	13,145	12,897	13,622	14,305	14,239	13,935	13,334	14,039	14,653	13,147	13,975	14,006	13,483	13,692			
Worked 15-34 hours.....	8,812	3,133	3,114	3,347	3,478	3,458	3,586	3,803	3,446	3,542	4,755	3,717	3,263	3,580	3,491			
Worked 1-14 hours.....	1,684	1,365	1,447	1,654	1,806	1,869	1,992	1,968	1,889	1,900	1,852	1,801	1,629	1,718	1,580			
With a job but not at work ⁵	1,154	2,704	2,819	1,548	723	699	725	673	658	544	589	716	918	1,093	1,073			
Agricultural.....	1,418	1,307	1,455	1,696	1,358	940	698	527	539	635	991	1,396	1,275	1,042	1,184			
Worked 35 hours or more.....	600	608	640	658	556	314	225	168	190	201	388	729	572	414	482			
Worked 15-34 hours.....	641	581	680	842	696	510	367	290	278	333	803	552	581	504	571			
Worked 1-14 hours.....	161	95	116	160	84	92	95	54	56	80	62	95	123	104	167			
With a job but not at work ⁵	14	21	21	29	22	25	10	15	15	21	19	21	18	20	25			

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month.

The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Survey week contained legal holiday.

⁴ Beginning with January 1957, 2 groups numbering between 200,000 and 300,000 which were formerly classified as employed (under "with a job but not at work") were assigned to different classifications, mostly to the unemployed. For a full explanation, see Monthly Report on the Labor Force, February 1957 (Current Population Reports, Labor Force, Series P-57, No. 176).

⁵ Unemployment as a percent of labor force.

⁶ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

Note: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry¹

Industry	1959										1958			Annual average	
	Sept. ²	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957
Total employees.....	52,493	52,054	52,343	52,580	51,982	51,430	50,878	50,315	50,310	51,935	51,432	51,130	51,237	50,843	52,162
Mining.....	607	633	710	713	701	694	688	693	704	713	712	708	711	721	809
Metal.....	43.9	60.6	97.4	97.7	96.5	95.7	93.5	93.5	93.6	93.4	93.7	90.6	90.7	93.1	111.2
Iron.....		6.6	35.2	35.4	34.9	33.9	32.5	31.1	30.9	30.3	31.2	31.9	31.8	30.8	38.9
Copper.....		20.2	31.0	31.1	30.7	30.5	29.3	30.5	30.2	30.2	29.6	27.6	28.4	28.6	32.6
Lead and zinc.....		12.7	12.7	12.6	12.5	12.3	12.5	12.5	12.7	12.7	12.1	11.1	11.4	12.9	16.7
Anthracite.....		15.4	17.1	15.3	15.1	15.3	16.4	18.1	19.5	19.6	19.5	19.3	18.5	20.3	28.4
Bituminous coal.....	130.6	174.3	171.3	177.9	170.4	176.2	179.6	188.2	192.4	192.2	190.6	189.1	187.2	195.2	230.0
Crude-petroleum and natural-gas production.....		308.5	310.7	308.7	301.1	297.0	293.9	292.2	296.3	300.7	296.7	296.6	301.5	302.6	326.2
Petroleum and natural-gas production (except contract services).....		182.3	184.0	182.8	179.5	179.8	179.7	180.2	181.1	182.7	182.9	184.0	187.8	168.0	193.8
Nonmetallic mining and quarrying.....	112.6	114.3	113.8	113.2	112.3	109.6	104.3	101.4	102.6	107.3	111.2	112.4	113.0	109.3	113.3
Contract construction.....	3,024	3,101	3,035	2,986	2,834	2,652	2,417	2,258	2,343	2,486	2,784	2,887	2,927	2,648	2,808
Nonbuilding construction.....	689	687	685	650	571	472	419	437	506	605	652	672	599	586	586
Highway and street construction.....	346.3	343.0	335.0	310.5	254.9	194.0	164.3	175.7	217.0	286.7	317.3	328.4	296.0	250.1	250.1
Other nonbuilding construction.....	342.9	344.1	350.0	339.8	315.8	277.6	254.6	261.6	289.0	318.1	335.1	343.5	313.2	335.6	335.6
Building construction.....	2,412	2,348	2,301	2,184	2,091	1,945	1,837	1,906	1,980	2,179	2,235	2,255	2,079	2,222	2,222
General contractors.....	842.0	836.7	824.0	776.5	742.2	671.8	623.5	650.8	677.8	769.0	789.2	802.1	750.6	809.3	809.3
Special-trade contractors.....	1,569.5	1,511.3	1,477.2	1,407.6	1,348.5	1,273.2	1,213.2	1,255.2	1,302.5	1,410.3	1,445.2	1,453.0	1,328.6	1,352.7	1,352.7
Plumbing and heating.....	331.2	323.5	314.0	305.3	301.6	292.6	287.6	296.8	308.6	315.3	323.7	321.9	303.6	321.7	321.7
Painting and decorating.....	245.7	239.9	217.7	199.4	174.4	154.0	141.5	147.8	163.8	181.6	189.4	193.5	169.6	164.2	164.2
Electrical work.....	183.5	179.1	176.5	169.6	161.6	160.4	166.6	170.9	177.4	179.3	183.9	187.1	173.2	188.9	188.9
Other special-trade contractors.....	809.1	768.8	769.0	733.3	710.9	666.2	618.5	640.8	652.7	734.1	748.3	750.5	682.2	677.9	677.9
Manufacturing.....	16,321	16,172	16,410	16,455	16,187	16,034	15,969	15,771	15,674	15,749	15,795	15,536	15,725	15,468	16,782
Durable goods.....	9,204	9,073	9,523	9,581	9,443	9,314	9,217	9,060	8,950	8,980	8,982	8,963	8,814	8,743	9,821
Nondurable goods.....	7,117	7,099	6,887	6,874	6,744	6,720	6,752	6,711	6,684	6,760	6,813	6,573	6,941	6,725	6,961
Durable goods															
Ordinance and accessories.....	145.1	142.7	142.4	139.7	138.3	137.7	138.1	137.2	137.3	136.1	133.9	129.2	130.4	126.7	129.3
Lumber and wood products (except furniture).....	683.2	693.9	694.4	691.8	690.5	634.5	617.5	601.8	612.4	630.3	645.2	650.3	655.1	621.7	654.6
Logging camps and contractors.....	112.9	115.3	112.1	112.1	83.6	81.8	75.1	81.4	89.4	96.2	100.3	99.0	96.2	87.1	87.1
Sawmills and planing mills.....	333.4	330.4	330.9	321.0	313.7	304.8	300.1	302.7	309.6	317.2	324.5	324.4	311.0	331.6	331.6
Millwork, plywood, and prefabricated structural wood products.....	146.7	147.0	145.9	140.9	138.1	131.5	128.5	130.2	132.8	133.4	135.1	133.6	127.1	128.7	128.7
Wooden containers.....	43.5	44.8	45.6	45.1	44.4	44.0	43.8	44.3	44.8	44.9	45.7	45.2	44.7	45.7	45.7
Miscellaneous wood products.....	57.4	56.9	57.3	56.5	56.7	55.4	54.3	53.8	53.8	53.5	53.7	52.9	52.9	52.7	57.6
Furniture and fixtures.....	391.3	385.1	382.2	384.1	380.2	379.0	377.9	376.7	374.4	369.8	373.8	374.3	369.9	357.9	376.6
Household furniture.....	280.0	276.6	277.0	276.3	276.4	276.0	275.3	272.4	267.5	271.1	271.7	266.4	257.1	268.9	268.9
Office, public-building, and professional furniture.....	47.1	45.8	46.2	44.9	44.9	44.9	44.4	44.6	44.8	44.8	45.0	44.8	45.6	43.8	45.0
Partitions, shelving, lockers, and fixtures.....	33.2	35.5	35.6	34.3	33.6	33.1	33.7	34.1	34.2	34.2	34.5	34.5	34.5	34.5	37.9
Screens, blinds, and miscellaneous furniture and fixtures.....	24.8	24.3	25.3	24.7	24.1	23.9	23.3	23.3	23.3	23.2	23.3	22.9	22.5	23.5	23.5
Stone, clay, and glass products.....	574.2	570.0	565.7	566.1	553.7	543.6	531.2	509.7	507.2	519.0	522.1	519.4	535.0	514.5	552.5
Flat glass.....	32.2	32.7	33.1	33.1	33.6	33.6	33.6	34.1	33.5	33.3	32.4	32.4	31.9	27.3	34.7
Glass and glassware, pressed or blown.....	102.8	100.9	103.1	100.9	98.9	97.1	95.2	93.7	96.0	96.4	97.6	98.9	95.5	98.8	98.8
Glass products made of purchased glass.....	18.0	17.9	17.8	17.7	17.8	18.2	17.6	17.4	17.3	17.3	17.3	16.7	16.3	17.9	17.9
Cement, hydraulic.....	43.6	43.5	43.2	42.6	42.0	40.6	38.5	39.4	41.7	42.3	42.8	43.1	42.0	42.0	42.0
Structural clay products.....	78.9	78.4	78.3	75.9	74.7	71.2	68.9	70.1	74.2	75.1	76.0	75.9	73.1	80.4	80.4
Pottery and related products.....	49.6	49.4	49.4	47.2	46.0	45.8	45.2	44.6	45.1	45.3	44.7	43.9	43.9	49.8	49.8
Concrete, gypsum, and plaster products.....	126.5	123.5	122.5	119.1	115.2	110.2	107.8	107.1	110.1	112.6	114.1	116.3	106.8	112.0	112.0
Cut-stone and stone products.....	18.5	18.4	18.2	18.1	17.8	17.8	17.8	17.9	18.3	18.5	18.0	19.0	18.3	19.0	19.0
Miscellaneous nonmetallic mineral products.....	99.9	101.0	100.5	99.1	97.6	96.7	94.6	93.5	93.0	92.2	91.5	89.3	89.3	89.3	97.9
Primary metal industries.....	831.3	854.6	1,266.1	1,291.4	1,272.8	1,256.0	1,281.4	1,194.9	1,165.5	1,155.4	1,139.7	1,107.7	1,103.3	1,104.4	1,306.7
Blast furnaces, steel works, and rolling mills.....	240.8	630.8	651.8	643.4	633.5	618.4	591.7	569.3	564.2	587.9	554.5	554.5	536.7	536.7	642.7
Iron and steel foundries.....	226.9	230.1	231.4	226.5	225.3	220.0	215.0	210.6	208.2	203.6	188.3	194.1	197.4	233.8	233.8
Primary smelting and refining of nonferrous metals.....	55.6	56.9	55.3	54.9	54.1	54.7	54.9	54.9	55.1	54.3	53.5	53.4	53.2	58.1	58.1
Secondary smelting and refining of nonferrous metals.....	12.8	12.5	12.5	12.3	12.2	12.1	12.0	11.9	11.8	11.8	11.6	11.4	11.5	11.5	13.2
Rolling, drawing, and alloying of nonferrous metals.....	116.8	119.4	119.6	117.9	115.2	112.6	110.2	110.2	110.2	106.8	106.8	105.6	105.5	115.3	115.3
Nonferrous foundries.....	64.6	64.1	64.8	64.4	64.1	63.6	62.9	62.4	62.1	61.5	58.7	58.9	57.7	71.4	71.4
Miscellaneous primary metal industries.....	187.1	162.3	155.0	153.4	151.6	150.0	148.2	146.0	144.0	142.0	134.4	139.2	139.4	165.2	165.2

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry ¹—Continued

Industry	1959												Annual average	
	Sept. ²	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
Manufacturing—Continued														
<i>Durable goods—Continued</i>														
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1,090.4	1,071.7	1,084.1	1,102.0	1,087.2	1,074.1	1,063.3	1,049.2	1,032.8	1,057.6	1,061.2	1,028.2	1,056.5	1,029.9
Tin cans and other tinware.....	64.7	62.6	63.1	61.0	59.0	57.2	56.8	55.6	55.3	58.3	59.3	58.2	58.2	59.1
Cutlery, handtools, and hardware.....	134.6	132.4	130.4	135.6	134.5	133.6	135.2	136.1	136.2	134.4	135.6	131.5	128.3	144.9
Heating apparatus (except electric) and plumbers' supplies.....	120.6	116.6	118.7	116.9	116.0	115.6	113.1	109.0	109.2	112.5	113.9	112.5	109.3	110.0
Fabricated structural metal products.....	291.6	303.1	301.6	296.0	291.5	285.8	283.2	288.0	294.8	298.5	304.8	308.8	303.0	325.2
Metal stamping, coating, and engraving.....	220.4	228.0	233.5	231.9	229.2	228.7	224.1	227.1	226.4	223.3	207.8	217.1	210.7	245.3
Lighting fixtures.....	49.1	47.6	48.8	49.1	48.9	48.5	48.0	48.0	48.0	48.0	48.0	44.7	44.7	51.4
Fabricated wire products.....	55.3	56.0	57.7	57.4	57.5	57.3	56.7	56.8	55.8	56.0	55.2	53.0	52.4	59.0
Miscellaneous fabricated metal products.....	135.4	137.6	142.2	139.3	137.5	134.6	132.1	132.2	131.7	130.2	127.8	123.3	123.3	137.4
Machinery (except electrical)	1,639.7	1,628.1	1,633.9	1,644.9	1,622.7	1,593.2	1,576.7	1,550.4	1,513.8	1,463.9	1,474.7	1,461.6	1,466.4	1,501.2
Engines and turbines.....	104.7	104.1	105.1	104.2	100.4	100.4	99.2	97.2	96.4	95.9	91.2	92.3	93.1	1,787.9
Agricultural machinery and tractors.....	159.7	171.5	173.0	171.3	161.3	158.8	153.2	132.7	123.9	123.1	139.5	138.2	136.9	148.4
Construction and mining machinery.....	131.3	135.5	136.2	133.7	129.7	128.0	125.6	123.7	120.2	114.1	115.7	116.9	122.0	163.1
Metalworking machinery.....	241.1	239.3	239.4	235.9	233.6	230.0	224.5	220.5	218.5	215.1	206.2	210.8	223.7	287.6
Special industry machinery (except metalworking machinery).....	167.3	165.9	166.2	163.0	161.7	160.8	158.9	157.3	156.1	155.4	154.8	155.4	159.6	181.0
General industrial machinery.....	228.5	226.2	225.5	221.2	218.1	214.9	213.4	213.8	213.0	212.2	211.0	212.6	220.1	254.8
Office and store machines and devices.....	132.4	129.8	132.6	131.7	131.4	130.3	129.5	129.0	130.6	130.3	129.1	127.2	124.9	137.7
Service industry and household machines.....	185.6	186.3	187.2	186.2	184.5	184.3	181.7	177.7	173.6	171.2	165.9	165.2	168.9	189.0
Miscellaneous machinery parts.....	277.5	275.3	279.7	273.5	272.5	269.2	264.4	261.9	261.6	257.4	245.2	247.8	232.0	280.9
Electrical machinery	1,296.6	1,259.6	1,241.6	1,232.6	1,207.4	1,189.6	1,183.7	1,177.9	1,170.1	1,166.2	1,164.9	1,119.5	1,133.1	1,118.8
Electrical generating transmission, distribution, and industrial apparatus.....	411.3	407.0	405.6	398.2	390.1	386.1	383.4	384.9	381.9	377.2	361.1	367.9	373.5	420.2
Electrical appliances.....	37.8	36.9	37.0	37.3	36.6	36.3	35.4	35.4	35.9	37.0	35.3	34.6	34.6	40.9
Insulated wire and cable.....	27.9	26.9	27.9	27.9	28.1	27.9	28.0	28.2	28.0	27.6	26.9	26.2	25.4	27.2
Electrical equipment for vehicles.....	61.3	68.6	69.8	69.7	70.5	70.1	70.2	65.7	65.2	67.8	50.5	63.8	61.8	75.2
Electric lamps.....	27.7	27.5	27.4	26.9	26.6	26.2	26.1	26.1	26.0	25.8	25.2	25.4	26.4	30.2
Communication equipment.....	643.9	625.8	615.8	599.8	590.2	589.6	586.8	583.0	582.5	582.6	576.0	569.4	551.4	679.8
Miscellaneous electrical products.....	49.7	48.9	49.1	47.6	47.5	47.6	48.0	46.8	46.7	46.9	44.1	46.0	45.7	49.8
Transportation equipment	1,688.7	1,622.1	1,602.8	1,703.7	1,710.4	1,705.9	1,702.1	1,679.4	1,688.7	1,681.4	1,670.4	1,461.8	1,592.8	1,878.1
Motor vehicles and equipment.....	677.3	744.3	754.2	754.7	747.4	744.6	721.3	732.1	716.4	702.7	596.4	613.2	630.8	736.3
Aircraft and parts.....	735.2	735.6	735.3	741.4	748.1	753.9	757.2	756.8	767.4	767.8	763.1	757.6	757.6	861.7
Aircraft.....	435.3	433.4	434.0	442.0	448.4	452.0	455.8	456.7	462.0	462.6	459.7	460.7	457.2	622.8
Aircraft engines and parts.....	144.5	146.8	146.6	146.4	146.9	147.9	148.8	148.4	152.6	152.1	152.6	153.9	152.6	176.1
Aircraft propellers and parts.....	14.0	14.3	14.4	14.5	14.8	15.2	15.1	15.1	15.8	15.7	16.2	17.0	18.3	20.5
Other aircraft parts and equipment.....	141.4	141.1	140.3	138.5	138.0	137.9	137.5	136.6	137.6	136.9	134.6	131.9	129.5	136.8
Ship and boat building and repairing.....	141.2	144.6	148.0	150.0	149.2	146.3	143.3	144.8	142.3	146.0	142.2	140.9	144.5	148.8
Shipbuilding and repairing.....	121.8	123.3	124.2	125.5	125.5	124.4	122.1	124.7	122.4	127.1	124.7	124.6	125.3	126.9
Boatbuilding and repairing.....	19.4	21.3	23.8	24.2	23.7	21.9	21.2	20.1	19.9	18.9	17.6	16.3	19.2	21.9
Railroad equipment.....	57.7	57.7	55.8	54.2	51.3	48.5	48.3	46.3	45.8	44.5	39.9	44.5	50.7	91.6
Other transportation equipment.....	10.7	10.6	10.4	10.1	9.9	9.7	9.3	8.7	9.1	9.9	10.2	10.1	9.0	7.7
Instruments and related products	347.2	343.3	339.2	339.2	332.5	329.6	328.7	325.2	320.7	320.2	318.8	316.9	313.0	337.9
Laboratory, scientific, and engineering instruments.....	65.2	65.3	63.9	63.0	62.1	61.2	60.4	59.5	58.7	58.2	57.9	57.8	58.1	65.1
Mechanical measuring and controlling instruments.....	95.6	94.3	94.6	90.5	89.6	90.3	88.5	86.0	85.6	85.5	84.7	83.6	83.9	90.9
Optical instruments and lenses.....	15.9	15.3	15.1	15.1	15.3	15.3	15.1	15.0	15.0	15.0	14.6	14.4	14.0	13.9
Surgical, medical, and dental instruments.....	42.8	42.0	43.5	42.9	42.7	42.4	42.3	42.3	42.1	41.4	41.3	41.2	41.5	42.0
Ophthalmic goods.....	26.0	25.6	25.7	25.5	25.2	24.9	24.6	24.3	24.0	23.8	23.6	22.0	23.7	25.2
Photographic apparatus.....	65.9	65.7	65.0	64.4	64.2	63.9	63.8	64.1	64.9	65.1	64.9	64.8	65.6	70.0
Watches and clocks.....	31.9	31.0	31.5	31.1	30.5	30.7	30.5	29.8	29.9	29.8	29.9	29.2	28.4	30.8
Miscellaneous manufacturing industries	516.7	501.9	480.7	485.2	476.8	471.0	466.2	457.8	447.0	450.3	478.0	484.6	478.6	490.9
Jewelry, silverware, and plated ware.....	45.7	44.3	45.2	45.1	44.6	45.0	45.0	45.0	45.0	45.8	46.3	46.1	45.3	44.4
Musical instruments and parts.....	19.9	18.5	15.7	17.6	17.7	17.7	17.6	17.3	17.3	17.4	17.1	16.7	16.4	18.2
Toys and sporting goods.....	94.2	86.1	87.5	82.8	79.0	74.4	70.8	65.9	61.7	85.2	92.9	92.9	81.7	90.6
Pens, pencils, other office supplies.....	31.7	31.1	30.8	30.4	30.4	30.0	29.1	29.0	29.4	29.9	29.9	29.6	30.7	32.0
Costume jewelry, buttons, notions.....	62.9	59.4	59.5	58.4	58.0	59.7	60.0	59.8	59.0	60.9	61.8	61.0	58.2	61.4
Fabricated plastics products.....	93.5	91.5	92.1	91.4	91.0	89.8	88.2	86.6	87.9	87.1	87.4	85.9	84.0	91.5
Other manufacturing industries.....	155.0	152.8	154.4	151.1	150.3	149.6	147.1	144.3	145.3	151.2	149.4	147.2	144.5	150.0
Nondurable goods														
Food and kindred products	1,609.2	1,622.1	1,516.0	1,479.2	1,417.3	1,399.9	1,383.3	1,377.5	1,384.5	1,438.6	1,488.5	1,555.4	1,622.2	1,476.4
Meat products.....	310.8	306.3	305.5	302.9	296.5	290.2	300.7	304.3	312.2	313.4	313.1	312.7	307.0	326.2
Dairy products.....	102.8	103.3	104.4	99.7	95.7	93.3	92.1	91.6	93.5	93.9	96.8	101.3	96.8	104.9
Canning and preserving.....	345.4	254.7	214.2	180.6	181.2	166.3	161.7	161.3	181.1	211.6	271.7	347.0	220.4	220.8
Grain-mill products.....	115.4	114.9	115.6	113.5	111.7	113.3	113.3	113.3	112.2	113.3	115.7	117.0	113.8	114.3
Bakery products.....	259.0	286.8	284.6	281.8	281.4	280.8	280.6	280.3	282.3	283.9	285.9	285.4	284.3	287.2
Sugar.....	27.8	26.2	25.9	25.0	25.7	25.7	26.6	30.5	41.0	46.0	42.5	28.1	31.4	31.3
Confectionery and related products.....	73.7	68.3	71.0	68.6	69.7	70.4	73.0	74.3	79.0	82.9	81.9	80.3	75.4	77.5
Beverages.....	217.1	217.9	216.4	208.8	202.6	196.1	196.1	196.2	202.5	208.5	209.5	211.0	207.0	206.9
Miscellaneous food products.....	140.1	137.6	141.3	136.4	135.4	133.7	133.5	132.7	134.8	135.9	138.3	139.6	137.3	137.7

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1950										1958				Annual average	
	Sept. ¹	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.		Dec.	Nov.	Oct.	Sept.	1958	1957
Manufacturing—Continued																
<i>Nondurable goods—Continued</i>																
Tobacco manufactures.....	100.4	100.2	77.3	79.9	79.2	79.9	82.0	86.4	88.9	83.3	93.5	104.1	106.8	90.4	94.1	
Cigarettes.....	38.0	35.7	37.5	37.1	37.1	37.1	37.4	37.3	37.1	37.0	37.2	36.6	36.9	36.4	34.6	
Cigars.....	26.8	25.7	27.0	27.1	27.2	27.2	27.2	27.4	27.3	28.7	29.1	29.1	28.7	29.1	32.6	
Tobacco and snuff.....	6.8	6.8	6.9	6.7	6.6	6.6	6.5	6.4	6.4	6.5	6.5	6.5	6.5	6.5	6.6	
Tobacco stemming and redrying.....	28.6	9.1	8.5	8.3	9.0	10.9	15.3	18.1	21.1	22.7	31.9	34.7	18.4	20.3		
Textile-mill products.....	982.6	980.1	964.7	975.1	965.4	960.3	957.7	950.7	946.1	953.1	958.4	954.7	951.4	941.5	1,004.8	
Scouring and combing plants.....	5.8	5.8	5.7	5.6	5.5	5.5	5.3	5.3	5.4	5.5	5.5	5.3	5.3	5.2	5.5	
Yarn and thread mills.....	111.7	111.2	112.0	110.8	109.8	109.2	108.2	108.6	109.8	110.1	109.3	109.0	108.2	110.0		
Broad-woven fabric mills.....	399.9	395.7	399.1	397.8	397.1	398.7	398.0	398.2	399.8	400.2	399.0	399.2	399.9	399.9	428.7	
Narrow fabric and small wares.....	29.8	29.8	30.2	30.2	29.7	29.6	29.3	29.1	28.7	28.8	28.6	28.4	28.2	27.8	29.1	
Knitting mills.....	230.9	221.3	224.9	220.2	216.0	212.8	209.3	205.6	210.1	214.6	217.1	216.2	216.2	207.0	214.5	
Dyeing and finishing textiles.....	88.8	85.4	89.6	88.4	88.2	87.7	86.9	86.0	86.4	86.2	85.3	84.8	84.9	85.4		
Carpets, rugs, other floor coverings.....	45.3	45.6	45.7	46.5	47.3	48.0	47.5	46.7	46.3	45.9	45.3	44.6	44.6	44.6	51.3	
Hats (except cloth and millinery).....	10.3	9.8	10.2	10.1	9.8	10.0	10.2	10.0	9.9	10.2	9.8	9.9	10.1	10.0		
Miscellaneous textile goods.....	57.6	57.1	57.7	56.6	57.0	56.7	56.2	56.9	56.5	56.4	55.2	54.2	53.9	53.9	60.8	
Apparel and other finished textile products.....	1,233.9	1,232.1	1,178.6	1,200.2	1,185.6	1,183.7	1,214.2	1,207.3	1,190.4	1,183.8	1,183.2	1,181.2	1,184.3	1,156.3	1,198.6	
Men's and boys' suits and coats.....	113.0	104.6	113.3	110.6	109.2	110.6	109.7	109.1	109.0	106.2	106.4	106.7	107.3	117.6		
Men's and boys' furnishings and work clothing.....	348.7	339.0	340.5	333.0	328.9	327.5	322.3	315.3	316.4	315.9	317.4	317.7	311.3	314.8		
Women's outerwear.....	347.7	330.5	336.7	338.9	338.2	339.4	339.6	346.7	346.8	345.2	339.9	343.5	339.7	332.1		
Women's, children's undergarments.....	119.2	112.7	116.8	116.1	117.7	118.1	117.2	115.1	116.8	118.7	117.8	115.1	114.1	119.6		
Millinery.....	20.3	18.6	19.7	14.0	17.0	22.8	23.5	20.6	18.8	16.8	19.9	21.1	17.9	18.7		
Children's outerwear.....	76.5	74.5	78.8	73.7	71.2	75.1	77.8	76.1	73.5	74.4	74.8	74.8	74.8	74.0		
Fur goods.....	8.6	10.0	9.9	9.3	8.7	9.0	8.7	9.4	10.5	12.0	12.0	11.9	10.7	10.4		
Miscellaneous apparel and accessories.....	63.1	57.7	60.7	58.5	58.5	58.7	58.0	56.1	58.1	59.9	60.3	59.5	56.7	59.2		
Other fabricated textile products.....	135.0	131.0	131.8	131.5	134.3	133.0	130.5	132.0	134.2	135.1	133.0	131.0	128.0	130.5		
Paper and allied products.....	570.7	564.7	561.3	565.0	556.2	553.1	550.6	549.6	548.8	551.0	553.7	553.8	554.8	547.1	568.8	
Pulp, paper, and paperboard mills.....	277.2	276.9	277.9	272.6	270.9	269.3	270.1	270.2	270.2	271.4	270.7	271.7	269.4	277.4		
Paperboard containers and boxes.....	154.5	151.7	153.8	151.1	150.4	150.1	149.7	150.2	152.5	154.3	154.1	153.2	149.6	158.5		
Other paper and allied products.....	133.0	132.7	133.3	132.6	131.8	131.2	129.8	128.4	128.3	128.0	129.0	129.6	128.1	133.6		
Printing, publishing, and allied industries.....	879.1	870.1	864.8	862.8	859.1	858.6	857.8	853.2	851.3	857.4	856.8	858.3	854.8	832.2	887.9	
Newspapers.....	324.8	323.6	322.0	320.4	319.0	317.9	317.1	316.4	318.1	318.8	318.2	318.2	316.1	316.4	318.0	
Periodicals.....	61.8	60.9	60.6	60.9	61.5	62.0	61.8	61.9	61.7	62.6	63.0	62.4	61.8	61.7		
Books.....	58.5	57.1	57.1	57.2	57.5	56.7	56.4	56.2	56.1	55.6	55.4	55.4	55.4	55.5		
Commercial printing.....	223.0	222.9	222.6	220.4	221.7	222.5	220.3	220.5	221.7	219.9	220.7	220.7	220.7	222.9		
Lithography.....	66.3	65.6	66.0	66.2	66.1	65.9	65.3	65.1	66.8	66.4	66.2	65.6	66.7	66.7		
Greeting cards.....	21.4	20.9	20.8	20.0	18.9	19.0	19.7	19.6	20.5	21.9	22.4	21.7	20.0	19.5		
Bookbinding and related industries.....	47.0	45.8	46.0	46.1	46.0	45.3	44.6	44.2	44.4	44.0	44.2	44.5	44.8	46.1		
Miscellaneous publishing and printing services.....	67.3	68.0	67.7	67.9	68.5	68.0	67.4	68.1	67.6	67.8	67.8	67.8	68.4	69.8		
Chemicals and allied products.....	857.2	854.1	847.8	843.2	846.4	846.4	837.7	827.9	823.5	823.7	823.7	825.1	821.4	820.9	844.8	
Industrial inorganic chemicals.....	104.0	103.6	102.2	101.6	101.4	101.1	100.7	100.5	99.9	100.5	100.0	100.7	102.2	106.2		
Industrial organic chemicals.....	332.9	330.2	329.7	322.2	319.9	317.7	314.9	313.6	312.8	312.2	311.3	311.1	310.6	323.6		
Drugs and medicines.....	105.0	104.8	103.2	101.4	103.6	104.0	103.6	103.4	103.0	102.7	102.7	103.2	102.9	100.0		
Soap, cleaning and polishing preparations.....	51.6	51.0	50.9	50.8	50.7	50.4	50.3	50.2	50.3	50.5	50.9	51.1	49.3	50.0		
Paints, pigments, and fillers.....	76.5	76.2	75.9	75.7	74.8	74.1	73.7	73.5	73.7	73.7	73.8	74.0	73.0	75.4		
Gum and wood chemicals.....	7.7	7.8	7.5	7.7	7.6	7.6	7.5	7.5	7.6	7.6	7.6	7.6	7.8	8.5		
Fertilizers.....	32.4	31.6	34.1	45.6	46.4	41.9	36.7	35.2	33.2	32.0	34.1	32.9	35.6	38.8		
Vegetable and animal oils and fats.....	38.1	37.3	37.6	37.7	38.8	39.2	39.9	40.5	41.7	42.8	42.8	38.9	38.5	40.8		
Miscellaneous chemicals.....	105.9	105.3	105.1	105.9	103.2	101.7	100.6	99.1	101.5	101.7	101.7	101.7	101.0	102.5		
Products of petroleum and coal.....	230.0	231.1	237.5	238.3	237.2	236.6	236.4	227.2	222.3	223.6	225.1	223.1	228.7	238.2	248.5	
Petroleum refining.....	183.8	189.3	190.2	189.5	188.9	189.0	181.5	180.6	187.5	188.5	186.0	191.5	192.1	190.1		
Coke, other petroleum and coal products.....	47.3	48.2	48.1	47.7	47.7	47.4	45.7	45.7	46.1	46.6	47.1	47.5	46.1	80.4		
Rubber products.....	268.6	265.0	264.0	265.8	231.9	237.0	260.8	258.4	258.5	257.2	253.7	248.5	244.6	265.2		
Tires and inner tubes.....	105.5	106.7	97.0	79.5	93.1	104.4	102.7	103.8	103.4	102.1	101.0	99.7	100.8	110.0		
Rubber footwear.....	22.7	22.5	22.3	21.8	17.2	21.4	21.3	21.2	21.2	21.2	21.4	21.1	20.9	21.9		
Other rubber products.....	136.8	134.8	136.5	130.6	126.7	135.0	134.4	133.8	132.6	130.4	130.4	124.5	122.9	133.3		
Leather and leather products.....	376.6	379.2	375.1	374.4	365.4	364.5	371.5	373.1	369.3	368.3	363.9	354.2	360.8	357.2	369.9	
Leather: tanned, curried, and finished.....	37.1	36.9	37.4	37.3	37.4	37.7	38.1	38.3	38.4	38.2	37.9	37.8	37.9	40.7		
Industrial leather belting and packing.....	5.2	5.0	5.1	5.0	4.8	4.7	4.7	4.6	4.6	4.4	4.3	4.1	4.1	4.6		
Boot and shoe cut stock and findings.....	19.5	19.6	19.9	19.2	19.0	19.4	19.4	19.7	19.5	18.6	17.6	17.6	18.2	18.9		
Footwear (except rubber).....	253.3	252.2	252.2	245.9	244.6	249.1	250.7	249.0	245.2	238.6	230.0	227.1	228.1	243.8		
Luggage.....	16.0	15.5	15.3	15.3	15.3	14.8	14.8	14.5	15.3	16.0	16.0	15.8	15.0	16.6		
Handbags and small leather goods.....	31.7	30.2	28.8	27.5	28.8	31.5	31.8	30.8	31.9	33.5	33.2	32.7	29.9	30.1		
Gloves and miscellaneous leather goods.....	16.4	15.7	15.7	15.2	14.6	14.3	13.6	12.4	13.8	14.6	15.0	15.2	14.0	16.2		

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1959												1958		Annual average	
	Sept. ¹	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Transportation and public utilities.....	3,907	3,922	3,949	3,944	3,914	3,879	3,865	3,835	3,836	3,881	3,885	3,897	3,886	3,903	4,151	
Transportation.....	2,557	2,562	2,589	2,602	2,576	2,542	2,531	2,499	2,498	2,538	2,536	2,546	2,523	2,531	2,741	
Interstate railroads.....	927.2	960.4	967.8	967.8	966.7	942.9	936.4	930.9	928.5	952.0	951.0	961.0	959.8	963.6	1,123.4	
Class I railroads.....	819.6	846.2	850.3	839.9	824.9	817.3	811.8	810.7	824.0	831.1	841.5	839.9	840.8	984.8		
Local railroads and buslines.....	91.9	92.3	92.5	92.2	92.2	92.6	93.3	93.0	94.0	94.2	94.1	94.7	95.4	103.6		
Trucking and warehousing.....	855.6	855.7	853.9	840.5	828.2	823.4	810.2	802.0	830.0	822.6	811.2	781.3	792.5	812.3		
Other transportation and services.....	687.4	680.1	687.0	680.5	679.0	678.9	664.2	673.9	662.4	668.3	670.9	686.9	678.5	701.5		
Buslines, except local.....	42.2	42.3	41.2	40.5	39.5	38.6	38.9	40.3	39.9	40.3	41.3	42.5	41.7	42.0		
Air transportation (common carrier).....	148.1	146.6	145.4	143.3	142.8	141.7	140.1	140.6	124.6	134.6	141.1	141.3	140.3	144.6		
Pipeline transportation (except natural gas).....	25.6	25.9	25.6	25.0	24.9	25.0	24.9	25.1	25.1	25.2	25.4	25.8	25.8	26.4		
Communication.....	744	749	750	744	742	742	743	743	743	747	751	752	757	771	810	
Telephone.....	711.2	711.7	705.7	704.0	704.0	704.0	705.0	706.0	709.1	712.6	713.7	718.7	732.4	768.2	783.4	
Telegraph.....	36.8	37.2	37.3	37.3	36.9	36.9	37.0	37.2	37.3	37.4	37.8	37.7	38.3	41.4		
Other public utilities.....	606	611	610	598	596	595	592	593	594	596	598	599	606	601	600	
Gas and electric utilities.....	586.5	585.7	574.7	573.1	571.8	568.9	570.6	571.5	573.8	575.2	576.5	582.7	578.5	577.2		
Electric light and power utilities.....	290.4	296.4	288.2	284.9	284.3	282.5	284.1	284.3	284.9	285.8	286.6	289.4	288.3	288.7		
Gas utilities.....	156.5	156.3	154.6	152.0	151.5	150.8	150.5	150.8	151.5	151.8	151.5	153.4	151.5	149.0		
Electric light and gas utilities combined.....	169.6	170.0	161.0	160.2	160.0	165.6	166.0	166.4	167.4	167.9	168.1	169.9	168.7	166.5		
Local utilities, not elsewhere classified.....	24.0	23.9	23.6	23.3	23.1	22.8	22.4	22.5	22.5	22.7	22.9	23.1	22.9	23.0		
Wholesale and retail trade.....	11,480	11,323	11,324	11,352	11,234	11,136	11,063	10,990	11,052	11,976	11,382	11,225	11,151	11,141	11,302	
Wholesale trade.....	3,061	3,074	3,069	3,054	3,026	3,024	3,019	3,025	3,028	3,065	3,052	3,039	3,016	3,013	3,065	
Wholesalers, full-service and limited-function.....	1,832.8	1,820.6	1,813.2	1,790.9	1,784.0	1,777.5	1,775.7	1,775.2	1,801.0	1,791.2	1,776.6	1,762.7	1,752.2	1,722.1		
Automotive.....	189.3	187.3	185.7	183.1	181.5	180.8	180.1	179.5	181.0	182.8	182.9	182.8	182.6	177.3		
Groceries, food specialties, beer, wines, and liquors.....	304.9	305.5	306.6	304.5	305.6	306.3	308.3	307.4	312.6	311.9	307.7	306.1	303.1	303.4		
Electrical goods, machinery, hardware, and plumbing equipment.....	453.6	452.0	449.2	443.1	442.0	439.8	438.8	438.9	440.5	439.7	438.2	437.4	439.2	437.1		
Other full-service and limited-function wholesalers.....	935.0	925.8	921.7	910.2	904.9	900.6	898.5	899.4	918.8	910.8	902.8	891.4	883.2	888.3		
Wholesale distributors, other.....	1,241.1	1,248.6	1,240.9	1,235.2	1,240.1	1,241.3	1,249.0	1,252.6	1,264.4	1,261.0	1,262.8	1,253.2	1,261.4	1,263.1		
Retail trade.....	8,399	8,279	8,255	8,298	8,208	8,112	8,064	7,965	8,024	8,911	8,330	8,186	8,135	8,128	8,237	
General merchandise stores.....	1,469.0	1,402.6	1,396.7	1,422.4	1,418.7	1,388.4	1,388.3	1,348.9	1,397.2	1,442.6	1,375.3	1,473.8	1,430.8	1,433.8	1,487.1	
Department stores and general mail-order houses.....	901.1	898.7	913.2	905.0	903.0	890.0	870.0	908.9	1,260.1	1,022.7	946.1	908.1	925.1	944.4		
Other general merchandise stores.....	501.5	498.0	509.2	509.8	498.4	498.3	478.9	488.3	682.5	552.6	527.7	512.7	508.7	512.7		
Food and liquor stores.....	1,621.0	1,607.9	1,600.3	1,616.6	1,610.6	1,604.5	1,599.0	1,597.9	1,629.6	1,610.8	1,597.3	1,595.5	1,598.8	1,573.9		
Grocery, meat, and vegetable markets.....	1,165.9	1,158.4	1,173.4	1,172.0	1,167.1	1,168.1	1,162.0	1,162.0	1,179.7	1,168.1	1,156.4	1,146.7	1,149.4	1,106.9		
Dairy product stores and dealers.....	229.8	231.0	228.1	229.1	229.1	219.1	218.5	218.8	229.0	221.0	221.0	221.0	222.0	232.7		
Other food and liquor stores.....	212.2	210.9	215.1	214.6	214.0	214.6	217.4	211.7	228.9	221.2	218.5	218.6	218.6	204.2		
Automotive and accessories dealers.....	802.2	800.1	798.9	796.1	788.1	782.0	771.7	768.1	766.3	781.2	763.0	755.0	764.5	804.2		
Apparel and accessories stores.....	611.0	599.3	572.1	602.2	596.0	584.5	597.0	564.3	582.0	717.2	619.3	602.5	590.4	692.1		
Other retail trade.....	3,895.6	3,898.8	3,887.0	3,860.8	3,797.7	3,752.3	3,707.8	3,686.0	3,696.2	3,840.1	3,761.7	3,757.5	3,738.4	3,734.3		
Furniture and appliance stores.....	391.8	389.5	387.8	388.0	386.3	387.7	389.0	390.8	410.7	397.2	392.4	388.5	390.2	394.8		
Drug stores.....	385.8	384.4	378.5	369.3	364.1	360.4	359.6	357.9	363.7	360.1	356.9	355.2	355.8	364.1		
Finance, insurance, and real estate.....	2,450	2,472	2,475	2,442	2,413	2,403	2,386	2,371	2,363	2,373	2,374	2,350	2,392	2,374	2,348	
Banks and trust companies.....	651.2	649.8	638.4	629.1	628.2	626.1	622.4	618.9	618.6	616.5	615.8	615.4	615.3	602.8		
Security dealers and exchanges.....	98.0	97.4	95.1	94.0	92.9	91.4	89.9	87.1	86.8	85.0	85.2	84.8	84.6	83.8		
Insurance carriers and agents.....	915.5	914.1	902.4	896.1	890.3	886.2	883.2	891.0	892.3	892.3	894.2	900.3	895.0	896.4		
Other finance agencies and real estate.....	806.8	813.4	806.5	794.1	785.1	772.4	765.0	765.8	775.3	778.9	785.0	770.8	770.5	792.0		
Service and miscellaneous.....	6,597	6,589	6,603	6,623	6,583	6,511	6,377	6,333	6,314	6,384	6,426	6,463	6,470	6,395	6,371	
Hotels and lodging places.....	604.0	602.6	592.7	594.1	594.1	594.1	593.3	593.3	593.3	593.3	593.3	593.3	593.3	593.3	593.3	
Personal services.....	315.7	317.5	316.0	311.6	307.9	305.3	304.3	306.5	307.3	309.0	311.0	311.6	312.7	326.3		
Laundries.....	165.6	169.3	176.0	175.7	170.5	166.8	164.6	165.9	166.9	168.3	169.8	166.5	167.4	169.8		
Cleaning and dyeing plants.....	196.1	192.9	191.1	190.1	189.2	180.9	177.9	176.9	179.2	183.1	191.3	193.3	189.8	204.1		
Motion pictures.....	8,107	7,812	7,837	8,065	8,116	8,111	8,093	8,066	8,024	8,373	8,074	8,040	7,943	7,893	7,626	
Government.....	2,179	2,191	2,190	2,185	2,159	2,162	2,157	2,155	2,157	2,487	2,172	2,173	2,174	2,191	2,217	
Federal.....	2,163.3	2,162.0	2,156.9	2,131.3	2,134.4	2,129.4	2,127.5	2,129.6	2,460.4	2,145.5	2,145.6	2,146.8	2,164.2	2,190.2		
Executive.....	949.6	949.6	948.1	943.3	945.1	946.2	948.9	954.2	968.8	961.6	963.9	962.5	960.3	1,007.3		
Department of Defense.....	551.3	549.4	547.3	542.7	541.5	540.6	539.3	540.0	561.0	542.7	538.8	539.0	562.8	551.4		
Post Office Department.....	662.4	663.0	661.5	645.3	647.8	642.6	639.3	635.4	640.9	641.2	643.8	645.3	641.1	631.5		
Other agencies.....	22.7	22.7	22.8	22.4	22.5	22.4	22.5	22.3	22.2	22.1	22.1	22.2	22.1	22.1		
Legislative.....	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8		
Judicial.....	5,928	5,621	5,647	5,880	5,957	5,949	5,936	5,911	5,867	5,886	5,902	5,867	5,769	5,702	5,400	
State.....	1,474.1	1,480.1	1,519.1	1,536.8	1,535.2	1,531.7	1,525.5	1,516.2	1,517.4	1,517.6	1,517.1	1,476.3	1,470.8	1,382.0		
Local.....	4,446.5	4,146.7	4,360.7	4,349.9	4,419.9	4,414.2	4,404.6	4,385.7	4,350.6	4,368.1	4,384.7	4,390.7	4,291.7	4,318.1	4,025.7	
Education.....	2,318.3	2,335.5	2,617.5	2,732.6	2,774.8	2,774.2	2,771.4	2,735.5	2,742.5	2,742.6	2,742.6	2,742.6	2,742.6	2,742.6	2,742.6	
Other.....	3,302.3	3,311.3	3,362.3	3,394.1	3,374.6	3,362.1	3,339.8	3,331.3	3,343.0	3,359.1	3,350.1	3,350.1	3,350.1	3,350.1	3,350.1	

¹ Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Data relate to civilian employees who worked on, or received pay for, the last day of the month.

⁴ State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

Industry	[In thousands]												Annual average	
	1959												1958	1957
	Sept. 1	Aug. 1	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.		
Mining	488	562	565	555	547	542	547	557	566	563	560	564	572	664
Metal.....	43.7	80.1	80.9	80.0	79.4	77.2	77.4	77.0	76.9	77.0	73.8	74.3	76.8	94.4
Iron.....	4.8	30.2	30.5	30.2	29.3	27.9	26.6	26.4	25.8	26.7	27.3	27.3	26.1	33.9
Copper.....	14.5	25.3	25.6	25.2	25.1	24.0	23.2	25.1	25.0	24.4	22.5	23.2	23.4	27.3
Lead and zinc.....	10.3	10.2	10.2	10.0	9.9	10.1	10.2	10.3	10.2	9.7	8.6	9.2	10.5	14.1
Anthracite.....	13.8	15.5	13.6	13.3	13.5	14.6	16.2	17.6	17.8	17.7	17.5	16.7	18.8	26.4
Bituminous coal.....	115.9	152.5	158.5	157.2	156.6	160.4	167.9	171.4	171.4	169.5	168.3	166.2	173.8	208.4
Crude-petroleum and natural-gas production.....	218.4	218.6	216.8	210.0	205.9	203.1	201.1	205.6	200.7	205.8	205.7	210.8	211.1	238.0
Petroleum and natural-gas production (except contract services).....	108.6	108.4	107.3	104.7	105.0	105.1	105.4	106.3	108.0	108.1	106.8	112.9	112.9	122.6
Nonmetallic mining and quarrying.....	96.2	95.5	95.0	94.5	91.8	87.1	84.2	85.1	80.7	93.4	94.5	95.5	91.9	96.3
Contract construction	2,692	2,632	2,583	2,441	2,275	2,043	1,889	1,975	2,115	2,407	2,506	2,544	2,278	2,442
Nonbuilding construction.....	608	606	604	570	493	398	347	366	434	532	580	598	497	615
Highway and street construction.....	319.3	315.6	307.2	283.2	228.6	169.8	140.6	151.8	192.0	261.8	292.3	303.4	231.8	226.8
Other nonbuilding construction.....	288.7	290.1	297.2	286.8	264.0	228.4	206.8	214.0	241.1	269.8	287.5	294.7	265.1	288.5
Building construction.....	2,084	2,026	1,979	1,871	1,782	1,645	1,542	1,609	1,681	1,875	1,928	1,946	1,781	1,927
General contractors.....	741.8	737.2	724.3	678.5	647.9	582.8	535.0	562.8	589.0	680.6	688.5	709.1	658.1	772.6
Special-trade contractors.....	1,341.8	1,288.4	1,254.6	1,191.1	1,134.1	1,062.2	1,006.6	1,046.2	1,092.0	1,194.2	1,239.9	1,236.9	1,122.6	1,154.1
Plumbing and heating.....	272.2	264.6	256.2	248.2	244.3	235.5	230.7	238.7	250.9	257.6	265.8	263.6	247.0	265.9
Painting and decorating.....	224.3	218.3	197.2	184.3	155.8	136.0	124.6	130.9	146.9	164.4	172.2	176.3	183.3	150.1
Electrical work.....	147.0	142.8	140.7	134.2	127.3	126.0	130.5	135.4	141.4	143.8	148.4	151.6	138.2	151.7
Other special-trade contractors.....	698.3	662.7	660.5	628.4	607.1	565.0	520.8	541.5	552.8	628.4	643.5	645.4	584.1	580.4
Manufacturing	12,317	12,181	12,433	12,524	12,299	12,167	12,117	11,937	11,855	11,930	11,981	11,721	11,940	11,658
Durable goods.....	6,816	6,696	7,161	7,248	7,139	7,025	6,937	6,794	6,739	6,740	6,742	6,421	6,579	6,607
Nondurable goods.....	5,501	5,485	5,272	5,276	5,160	5,142	5,180	5,143	5,116	5,190	5,239	5,300	5,361	5,051
Durable goods														
Ordinance and accessories.....	73.6	71.8	72.2	72.9	73.0	73.4	73.0	72.0	72.9	72.8	71.4	68.6	68.4	70.9
Lumber and wood products (except furniture).....	615.7	628.5	627.0	623.8	593.8	568.1	551.5	536.7	547.0	564.7	579.4	594.4	550.8	588.3
Logging camps and contractors.....	106.2	108.6	105.2	89.6	77.0	76.0	69.5	73.3	83.3	90.0	92.2	93.1	80.1	90.2
Sawmills and planing mills.....	305.3	302.2	302.4	293.5	283.4	276.8	272.6	274.9	282.0	289.6	297.5	297.3	283.6	303.5
Millwork, plywood, and prefabricated structural wood products.....	124.9	125.4	124.1	120.0	115.2	110.1	107.4	109.5	111.9	112.2	114.0	112.4	106.5	108.3
Wooden containers.....	39.7	41.0	41.8	41.2	40.6	40.2	39.8	40.4	40.8	40.9	41.8	41.2	40.6	45.8
Miscellaneous wood products.....	50.4	49.8	50.3	49.5	49.7	48.4	47.4	46.9	46.7	46.7	46.9	46.1	46.0	50.9
Furniture and fixtures.....	328.8	323.2	319.5	320.7	317.7	316.5	315.8	315.1	312.6	308.6	312.3	312.2	289.8	297.3
Household furniture.....	242.4	237.9	238.0	237.7	237.7	237.6	237.4	234.6	230.0	233.6	234.4	229.6	220.1	228.0
Office, public building, and professional furniture.....	37.0	35.9	36.0	34.8	34.8	34.9	34.6	34.6	34.9	35.2	35.0	36.0	34.2	38.2
Partitions, shelving, lockers, and fixtures.....	24.4	26.8	26.7	25.7	25.1	24.6	25.0	25.3	25.7	25.6	25.8	26.6	25.6	28.4
Screens, blinds, and miscellaneous furniture and fixtures.....	19.4	18.9	20.0	19.5	18.9	18.7	18.1	18.1	18.0	17.9	18.0	17.7	17.4	18.7
Stone, clay, and glass products.....	471.8	467.0	463.5	465.8	453.8	444.3	432.5	412.9	411.3	421.9	426.2	422.3	438.1	417.8
Flat glass.....	28.4	28.8	29.2	29.3	29.8	29.8	29.8	29.5	19.9	19.7	18.8	12.1	28.0	30.9
Glass and glassware, pressed or blown.....	37.3	35.7	35.1	35.8	35.8	35.8	35.2	35.3	35.0	35.1	35.2	35.2	35.9	35.4
Glass products made of purchased glass.....	15.0	14.8	14.8	14.6	14.5	15.2	14.6	14.4	14.3	14.3	14.2	13.7	13.3	15.0
Cement, hydraulic.....	36.3	36.0	35.8	35.2	34.7	33.9	33.2	31.5	32.3	34.4	35.0	35.4	35.7	34.6
Structural clay products.....	68.9	68.5	68.4	66.3	64.0	61.2	59.0	60.4	64.4	65.5	66.2	66.1	63.4	70.3
Pottery and related products.....	42.8	42.4	42.4	40.3	39.6	39.3	38.8	38.3	38.7	38.9	38.4	37.7	37.6	43.3
Concrete, gypsum, and plaster products.....	102.0	99.9	99.2	95.8	92.4	87.5	85.8	85.2	87.8	90.3	91.7	94.0	89.9	90.6
Cut-stone and stone products.....	16.0	15.9	16.7	16.6	15.2	15.4	15.3	15.4	15.8	16.0	16.4	16.5	15.7	16.8
Miscellaneous nonmetallic mineral products.....	70.3	71.5	72.2	70.9	69.4	68.6	67.1	66.4	65.5	65.3	64.7	62.5	62.3	71.0
Primary metal industries	604.1	625.4	1,038.4	1,066.5	1,051.8	1,037.4	1,014.7	970.5	982.3	943.4	929.5	898.6	896.5	891.0
Blast furnaces, steel works, and rolling mills.....	131.1	521.2	543.1	536.8	529.2	515.2	489.4	468.6	464.4	450.3	457.1	444.0	436.8	537.0
Iron and steel foundries.....	194.1	197.7	199.8	195.9	194.3	189.6	184.4	180.5	178.2	174.2	158.5	164.8	167.4	201.6
Primary smelting and refining of nonferrous metals.....	42.9	44.5	44.1	42.8	42.1	42.5	42.5	42.5	42.8	41.0	41.1	40.8	43.2	53.5
Secondary smelting and refining of nonferrous metals.....	9.4	9.4	9.4	9.3	9.1	9.0	8.9	8.9	8.7	8.7	8.4	8.2	8.2	9.8
Rolling, drawing, and alloying of nonferrous metals.....	89.7	92.2	92.7	91.6	89.1	86.7	84.8	84.9	84.8	83.6	81.9	81.0	80.6	89.2
Nonferrous foundries.....	52.8	52.5	53.4	53.0	52.8	52.3	51.6	51.2	50.8	50.3	47.6	47.7	46.4	58.6
Miscellaneous primary metal industries.....	105.4	120.9	124.0	122.4	120.8	119.4	117.7	115.7	113.7	111.8	104.0	100.1	108.4	131.9
Fabricated metal products (except ordnance, machinery, and transportation equipment)	848.5	831.6	846.9	865.8	852.5	830.5	820.2	816.7	819.6	824.3	827.1	791.2	821.6	795.8
Tin cans and other tinware.....	56.6	55.0	55.4	53.4	51.4	49.6	49.3	48.2	47.8	50.0	51.7	54.4	50.6	51.4
Cutlery, handtools, and hardware.....	106.2	104.4	108.4	107.6	106.8	108.1	107.6	108.6	109.0	107.0	87.0	103.6	100.1	111.5
Heating apparatus (except electric) and plumbers' supplies.....	93.0	89.2	91.5	90.0	88.8	88.6	88.7	82.5	82.4	86.1	87.8	86.5	83.3	83.9
Fabricated structural metal products.....	209.1	221.5	220.7	215.2	210.9	204.5	203.0	206.1	211.7	214.7	219.9	224.8	220.0	241.8
Metal stamping, coating, and engraving.....	177.8	180.0	191.5	190.1	187.1	187.0	182.4	186.1	186.5	185.1	186.2	175.6	169.4	201.3
Lighting fixtures.....	38.2	36.9	38.2	38.4	38.3	37.9	37.4	37.4	37.6	37.5	32.8	35.9	34.2	40.8
Fabricated wire products.....	44.1	44.9	46.5	46.5	46.6	46.3	45.4	45.4	44.9	45.1	44.4	42.3	41.7	47.9
Miscellaneous fabricated metal products.....	106.6	109.0	113.6	111.3	109.6	107.2	104.9	104.9	104.4	103.0	100.8	8.8	90.5	109.9

See footnotes at end of table

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]																
Industry	1959												1958		Annual average	
	Sept. ²	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Manufacturing—Continued																
<i>Durable goods—Continued</i>																
Machinery (except electrical).....	1,152.5	1,141.2	1,149.4	1,167.0	1,152.6	1,126.2	1,112.9	1,089.7	1,057.3	1,038.2	1,020.1	1,004.5	1,007.0	1,039.3	1,285.7	
Engines and turbines.....	66.2	66.4	67.5	76.2	64.2	64.2	64.4	63.5	62.3	61.5	61.6	56.9	58.6	60.7	66.3	
Agricultural machinery and tractors.....	112.8	124.6	127.1	120.7	117.1	115.3	110.5	110.5	91.7	84.0	83.1	96.9	95.3	94.7	105.7	
Construction and mining machinery.....	90.1	94.1	95.5	93.5	90.1	88.8	86.6	84.9	81.9	76.2	77.3	78.4	82.4	82.4	109.4	
Metalworking machinery.....	177.3	175.5	176.3	174.0	171.7	168.6	163.6	159.9	157.8	155.0	149.1	150.5	162.1	218.2		
Special-industry machinery (except metalworking machinery).....	116.7	114.9	115.6	113.1	112.0	111.1	109.5	107.7	107.0	106.2	105.0	105.3	108.5	125.9		
General industrial machinery.....	145.1	143.1	143.3	145.1	138.4	135.4	134.3	134.4	133.7	132.9	131.7	132.0	138.1	166.3		
Office and store machines and devices.....	88.7	87.7	90.2	89.4	88.1	88.7	88.0	87.8	88.4	88.5	87.7	86.3	84.0	90.2		
Service-industry and household machines.....	138.0	138.3	141.1	140.2	138.7	138.5	136.1	132.7	129.0	125.7	121.4	120.1	123.2	141.2		
Miscellaneous machinery parts.....	206.3	204.8	210.4	207.0	204.9	202.1	197.6	195.9	194.9	190.9	178.5	180.5	185.6	221.5		
Electrical machinery.....	578.1	548.7	535.9	532.5	514.2	502.8	708.4	705.5	701.3	788.9	788.2	746.0	762.2	750.1	857.7	
Electrical generating, transmission, distribution, and industrial apparatus.....	280.7	277.8	277.0	272.1	263.1	261.4	259.4	261.9	258.3	253.9	237.7	244.2	247.8	288.4		
Electrical appliances.....	28.5	27.3	27.5	27.8	27.2	27.0	26.2	26.2	26.8	27.9	26.3	25.5	25.4	31.2		
Insulated wire and cable.....	21.2	20.4	21.4	21.5	21.7	21.5	21.6	21.9	21.7	21.3	20.9	20.2	19.3	20.9		
Electrical equipment for vehicles.....	45.7	52.9	54.3	54.3	55.6	55.4	55.3	51.3	50.8	53.1	53.9	49.2	47.0	59.3		
Electric lamps.....	24.0	23.8	23.7	23.2	22.9	22.6	22.4	22.4	22.3	22.1	21.8	21.4	22.5	26.1		
Communication equipment.....	412.0	397.9	391.8	380.4	375.2	375.9	375.2	373.4	375.1	375.7	372.0	368.4	355.4	393.8		
Miscellaneous electrical products.....	36.6	35.8	35.9	34.9	34.8	34.7	35.4	34.2	33.9	34.2	31.4	33.3	32.7	36.0		
Transportation equipment.....	1,200.7	1,136.6	1,207.4	1,224.0	1,232.9	1,229.0	1,225.6	1,203.3	1,215.6	1,207.6	1,190.0	991.5	1,100.1	1,124.0	1,353.6	
Motor vehicles and equipment.....	519.4	596.3	598.1	599.6	594.3	591.1	567.8	580.5	566.8	554.1	357.8	402.9	480.0	630.1		
Aircraft and parts.....	448.0	448.6	451.3	458.5	453.5	450.9	473.2	474.5	482.9	483.7	450.8	480.4	479.3	553.6		
Aircraft.....	266.8	264.8	266.0	273.6	270.8	283.9	287.6	288.2	292.4	293.3	291.0	291.7	291.5	340.9		
Aircraft engines and parts.....	84.1	86.4	86.8	87.0	87.5	88.1	88.7	88.4	90.6	90.5	90.3	90.9	89.9	111.3		
Aircraft propellers and parts.....	8.9	9.2	9.3	9.4	9.4	9.8	9.6	9.6	10.2	10.1	10.4	11.0	12.2	13.9		
Other aircraft parts and equipment.....	58.2	58.2	59.2	58.5	56.8	57.2	57.3	58.3	59.7	59.8	59.1	56.8	55.7	67.5		
Ship and boat building and repairing.....	117.0	120.5	124.3	126.4	125.5	122.7	120.1	121.2	118.6	122.4	118.4	121.4	121.4	127.2		
Shipbuilding and repairing.....	100.6	102.3	103.5	105.2	104.7	103.8	101.7	103.9	101.6	106.4	103.7	104.4	105.1	108.5		
Boatbuilding and repairing.....	16.4	18.2	20.8	21.2	20.8	18.9	18.4	17.3	17.0	16.0	14.7	13.6	16.3	18.7		
Railroad equipment.....	43.2	43.2	41.7	40.1	37.0	34.8	34.7	32.5	32.1	30.7	29.1	30.5	36.1	54.7		
Other transportation equipment.....	9.0	8.5	8.6	8.3	8.1	8.0	7.8	6.9	7.2	8.1	8.4	8.3	7.2	8.0		
Instruments and related products.....	227.8	223.5	220.8	223.5	218.6	215.9	215.9	212.6	209.1	209.6	209.0	207.2	204.9	205.3	226.2	
Laboratory, scientific and engineering instruments.....	34.5	35.5	35.0	34.7	34.1	33.5	32.9	32.5	32.1	32.0	31.7	31.6	31.8	36.6		
Mechanical measuring and controlling instruments.....	64.0	62.9	63.9	60.5	59.8	60.9	59.3	57.2	57.2	57.5	56.8	56.0	55.8	62.1		
Optical instruments and lenses.....	10.8	10.3	10.1	10.2	10.4	10.3	10.2	10.1	10.0	10.0	9.6	9.5	9.4	10.3		
Surgical, medical, and dental instruments.....	28.5	27.7	29.4	28.8	28.4	28.1	27.9	27.0	27.7	27.0	27.0	27.0	27.3	28.9		
Ophthalmic goods.....	20.5	20.1	20.2	20.0	19.7	19.6	19.2	19.0	18.8	18.5	18.2	17.9	18.4	19.6		
Photographic apparatus.....	39.7	39.5	39.3	38.8	38.5	38.4	38.3	38.7	39.6	39.8	39.6	39.2	39.7	43.7		
Watches and clocks.....	25.5	24.8	25.0	23.6	23.6	25.2	24.5	24.0	24.2	24.2	24.3	23.7	22.9	25.0		
Miscellaneous manufacturing industries.....	414.2	400.9	380.2	385.3	378.5	372.4	367.7	360.0	349.7	360.4	379.4	385.8	380.0	361.0	390.6	
Jewelry, silverware, and plated ware.....	36.2	34.5	35.5	35.5	34.9	35.0	35.1	35.3	35.3	35.9	36.3	36.2	35.6	34.5	36.3	
Musical instruments and parts.....	15.7	12.3	12.6	14.6	14.8	14.8	14.6	14.3	14.3	14.4	14.2	13.7	13.6	15.3		
Toys and sporting goods.....	80.4	72.6	73.7	69.4	65.6	61.0	57.6	52.0	57.6	71.4	78.8	79.0	67.5	75.6		
Pens, pencils, other office supplies.....	23.6	22.9	22.7	22.4	22.4	22.1	21.5	21.2	21.6	22.1	21.6	22.3	21.6	24.0		
Costume jewelry, buttons, notions.....	50.7	47.7	47.9	47.0	46.7	48.1	48.6	48.4	47.4	49.2	49.9	49.1	46.4	49.2		
Fabricated plastic products.....	73.2	71.6	72.3	71.9	71.4	70.6	69.0	67.6	68.7	68.4	68.3	66.7	64.8	71.6		
Other manufacturing industries.....	121.1	118.6	120.6	117.7	116.6	116.1	113.6	110.9	114.9	117.6	116.2	114.3	111.9	118.6		
<i>Nondurable goods</i>																
Food and kindred products.....	1,155.8	1,168.9	1,061.7	1,029.6	974.1	958.3	945.4	942.6	940.6	1,001.0	1,050.1	1,115.2	1,178.4	1,035.2	1,055.7	
Meat products.....	248.9	245.2	244.8	241.5	235.3	239.2	239.0	242.5	250.2	250.9	250.5	249.0	243.5	259.2		
Dairy products.....	70.5	72.0	72.3	68.1	64.5	62.3	61.3	60.8	62.2	62.2	64.4	67.9	66.7	69.6		
Canning and preserving.....	310.2	218.6	179.9	146.9	147.8	133.9	129.2	128.7	148.2	178.1	237.1	311.8	186.6	187.7		
Grain-mill products.....	79.9	78.9	79.7	78.1	76.6	78.2	78.6	78.3	77.0	78.4	81.0	82.5	79.5	79.5		
Bakery products.....	165.1	162.5	162.3	159.6	158.6	158.4	159.0	159.4	162.0	164.0	166.1	165.8	164.9	169.9		
Sugar.....	22.2	20.5	20.1	19.4	20.0	20.3	21.3	25.3	35.8	40.4	36.8	33.4	25.9	26.1		
Confectionery and related products.....	59.5	64.2	57.0	54.5	55.8	56.5	55.5	60.7	64.5	67.6	68.1	66.5	61.0	63.5		
Beverages.....	115.6	115.8	116.0	112.2	107.2	104.9	102.6	102.8	108.7	114.8	115.4	115.2	112.4	116.1		
Miscellaneous food products.....	97.0	94.0	97.8	93.8	92.5	91.7	92.1	91.1	92.7	93.7	95.8	96.3	94.2	94.1		
Tobacco manufactures.....	99.5	90.2	67.2	69.9	69.0	69.7	72.0	76.4	78.8	83.0	85.0	93.6	96.1	80.1	84.4	
Cigarettes.....	33.0	30.5	32.4	31.9	31.8	32.5	32.2	32.0	32.1	32.2	31.7	32.0	31.5	30.2		
Cigars.....	25.2	24.1	25.4	25.4	25.4	25.6	25.7	25.6	27.0	27.3	27.4	27.0	27.4	30.9		
Tobacco and snuff.....	5.7	5.7	5.8	5.6	5.5	5.4	5.4	5.4	5.4	5.4	5.4	5.5	5.4	5.8		
Tobacco stemming and redrying.....	26.3	6.9	6.3	6.1	6.9	8.8	13.1	15.8	18.5	20.1	29.0	31.6	15.8	17.8		

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1959												Annual average	
	Sept. ²	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
Manufacturing—Continued														
<i>Nondurable goods—Continued</i>														
Textile-mill products.....	890.1	886.8	872.1	882.8	874.3	869.2	866.4	860.0	855.8	862.2	867.0	863.3	859.9	850.8
Securing and combing plants.....	5.3	5.2	5.1	5.1	5.1	4.9	4.7	4.7	4.9	4.9	4.8	4.8	4.8	4.7
Yarn and thread mills.....	103.1	102.7	103.1	102.1	101.5	100.8	99.8	100.9	101.8	101.7	100.8	100.8	100.8	99.7
Broad-woven fabric mills.....	371.7	367.7	371.3	370.2	369.5	371.0	370.3	370.7	371.8	372.1	370.9	371.1	372.4	401.5
Narrow fabrics and smallwares.....	26.2	26.1	26.6	26.1	25.9	25.7	25.5	25.2	24.8	24.7	24.8	24.7	24.8	25.4
Knitting mills.....	209.8	200.7	204.8	200.0	196.0	192.0	189.3	185.9	190.2	193.3	197.0	196.0	186.8	194.3
Dyeing and finishing textiles.....	76.8	76.4	77.6	76.5	76.4	76.1	75.4	74.5	74.4	74.7	74.8	73.4	73.7	77.1
Carpets, rugs, other floor coverings.....	37.7	38.0	38.0	38.8	39.4	40.1	39.9	39.0	38.6	38.2	37.8	36.7	36.7	42.5
Hats (except cloth and millinery).....	9.1	8.7	9.0	9.0	8.7	8.9	9.0	8.8	8.7	8.9	8.6	8.6	9.0	9.4
Miscellaneous textile goods.....	47.1	46.6	47.3	46.8	46.8	46.5	46.1	45.8	46.6	46.6	45.2	44.2	43.9	50.8
Apparel and other finished textile products.....	1,098.6	1,100.0	1,047.5	1,067.9	1,055.0	1,054.8	1,084.8	1,078.3	1,051.0	1,055.6	1,053.3	1,051.2	1,055.3	1,027.0
Men's and boys' suits and coats.....	101.2	93.1	101.4	99.0	97.0	98.3	97.3	96.8	96.4	93.9	93.8	97.4	95.0	103.3
Men's and boys' furnishings and work clothing.....	318.6	309.0	310.5	303.6	299.8	298.8	293.5	286.6	288.1	287.6	289.1	289.6	283.9	288.9
Women's outerwear.....	310.6	293.3	296.4	302.2	302.8	323.2	323.4	310.2	311.1	308.2	303.1	306.7	302.7	312.0
Women's, children's undergarments.....	106.5	100.0	104.4	103.5	105.1	105.6	105.1	102.9	104.7	106.9	105.6	108.3	101.9	106.8
Millinery.....	18.1	16.4	11.5	11.7	14.8	20.2	21.0	18.3	16.3	14.5	17.6	18.7	15.7	16.3
Children's outerwear.....	68.1	66.0	68.5	65.6	62.9	66.6	69.8	68.0	68.6	65.0	66.3	66.8	68.1	63.7
Fur goods.....	6.5	7.8	7.5	7.2	6.4	6.8	6.4	6.9	8.1	9.4	9.3	8.4	8.2	7.8
Miscellaneous apparel and accessories.....	57.2	51.9	54.6	52.6	52.8	53.2	52.4	50.7	52.5	54.1	54.6	53.8	50.9	53.2
Other fabricated textile products.....	113.8	110.1	110.1	109.6	112.9	112.1	109.4	110.9	112.9	113.7	111.8	110.1	103.6	108.8
Paper and allied products.....	458.6	452.6	449.0	453.3	446.0	443.1	440.8	440.1	440.2	442.7	445.9	446.5	447.0	439.3
Pulp, paper, and paperboard mills.....	225.9	225.9	227.0	222.7	221.1	219.2	220.1	220.8	220.8	222.8	222.8	222.8	220.7	229.1
Paperboard containers and boxes.....	123.8	120.8	123.0	120.6	120.0	120.0	119.4	120.1	122.5	124.3	124.2	124.0	119.6	125.2
Other paper and allied products.....	102.9	102.3	103.3	102.7	102.0	101.6	100.6	98.3	99.4	99.1	100.1	100.5	99.0	104.8
Printing, publishing, and allied industries.....	566.2	557.7	552.1	554.9	552.9	553.2	550.9	545.0	543.5	549.7	548.0	550.6	547.6	545.4
Newspapers.....	161.7	159.9	160.7	160.9	160.5	158.6	157.3	156.3	159.4	160.7	160.4	157.1	157.2	156.1
Periodicals.....	26.0	25.3	25.8	26.4	27.0	26.9	26.3	25.2	25.3	25.7	26.3	26.1	25.5	25.6
Books.....	36.0	34.4	35.2	35.0	35.1	34.6	34.6	34.3	33.7	33.2	33.3	33.8	33.7	33.2
Commercial printing.....	178.6	175.8	178.9	176.7	178.2	179.1	176.9	177.9	178.9	178.6	178.6	177.5	177.5	181.3
Lithographing.....	50.2	49.7	49.9	50.1	49.8	49.6	49.1	48.7	50.5	50.2	50.1	49.6	49.7	50.7
Greeting cards.....	16.7	15.3	15.5	14.8	13.9	13.6	13.7	13.6	14.6	15.7	16.2	15.8	14.2	13.8
Bookbinding and related industries.....	37.1	36.0	36.3	36.4	36.2	35.6	34.9	34.7	34.8	34.9	34.9	35.9	35.0	37.0
Miscellaneous publishing and printing services.....	52.4	52.7	52.6	52.6	52.8	52.9	52.2	51.8	52.5	51.8	51.8	51.8	52.6	53.8
Chemicals and allied products.....	536.7	533.6	526.6	526.9	532.4	534.7	527.1	518.3	514.8	514.3	514.0	516.5	510.9	512.2
Industrial inorganic chemicals.....	66.2	68.9	68.1	67.9	67.5	67.2	66.7	66.4	66.2	66.5	66.2	66.0	67.3	73.0
Industrial organic chemicals.....	209.6	205.7	204.4	201.9	200.1	198.7	196.8	195.9	194.7	194.0	193.1	191.4	191.8	210.3
Drugs and medicines.....	57.5	57.2	56.8	54.9	57.3	57.8	57.3	57.4	57.2	56.9	56.7	57.2	57.6	57.9
Soap, cleaning and polishing preparations.....	30.5	30.2	30.3	30.1	30.4	30.1	30.1	30.1	30.3	30.7	31.3	31.5	30.1	30.7
Paints, pigments, and fillers.....	45.9	45.6	45.4	45.9	45.1	44.6	44.2	44.0	44.3	44.2	44.4	44.6	43.7	45.9
Gum and wood chemicals.....	6.3	6.4	6.1	6.3	6.2	6.2	6.2	6.2	6.2	6.2	6.4	6.4	6.4	7.2
Fertilizers.....	22.5	21.7	24.3	34.8	36.6	32.2	26.9	25.6	23.6	22.5	24.6	23.4	26.1	26.7
Vegetable and animal oils and fats.....	25.1	24.4	24.7	25.0	26.4	26.9	27.3	27.7	28.6	29.6	30.1	26.5	26.1	28.1
Miscellaneous chemicals.....	67.0	66.5	66.8	65.6	68.1	63.7	62.8	61.5	63.2	63.4	63.7	63.9	63.1	65.3
Products of petroleum and coal.....	150.3	150.8	158.2	160.4	159.2	159.3	159.6	150.3	154.4	154.6	155.9	153.3	157.5	157.0
Petroleum refining.....	114.1	120.4	122.3	121.5	121.5	122.3	114.7	115.7	118.6	119.5	116.4	120.4	121.2	128.1
Coke, other petroleum and coal products.....	36.7	37.8	38.1	37.7	37.7	37.3	35.6	35.7	36.1	36.4	38.9	37.1	35.8	39.9
Rubber products.....	208.0	204.3	203.4	196.1	171.8	176.0	201.5	198.8	199.1	198.2	195.3	194.8	187.5	186.0
Tires and inner tubes.....	78.7	79.7	70.7	62.2	66.0	77.9	76.2	76.0	77.1	76.2	75.3	74.1	74.7	83.8
Rubber footwear.....	18.4	18.3	18.2	17.7	12.9	17.4	17.1	17.1	17.1	17.2	17.1	16.8	16.7	17.6
Other rubber products.....	107.2	105.4	107.2	101.9	97.1	106.2	105.5	105.1	104.0	101.9	102.1	96.6	94.6	105.0
Leather and leather products.....	337.1	339.4	334.6	333.9	325.4	324.2	331.2	332.8	329.3	328.7	324.3	315.0	321.0	317.7
Leather: tanned, curried, and finished.....	32.8	32.4	33.1	32.9	33.1	33.5	33.9	34.1	34.2	34.0	33.7	33.6	33.7	36.4
Industrial leather belting and packing.....	4.1	3.9	4.0	3.9	3.7	3.6	3.6	3.6	3.5	3.4	3.3	3.2	3.1	3.5
Boot and shoe cut stock and findings.....	17.5	17.6	17.9	17.3	17.1	17.5	17.4	17.8	17.6	18.6	15.9	15.7	16.2	16.8
Footwear (except rubber).....	228.9	227.3	227.0	221.1	219.6	223.9	225.6	224.1	220.7	214.2	205.9	212.9	213.8	219.1
Luggage.....	13.7	13.2	13.0	13.0	13.0	12.6	12.4	12.1	12.8	13.6	13.6	13.2	12.5	13.1
Handbags and small leather goods.....	27.9	26.3	25.0	23.8	24.9	27.5	28.0	26.9	28.1	29.7	29.4	29.0	26.1	26.1
Gloves and miscellaneous leather goods.....	14.5	13.9	13.9	13.4	12.6	12.6	11.9	10.7	11.8	12.9	13.2	13.4	12.3	14.2

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1959									1958				Annual average	
	Sept. ²	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957
Transportation and public utilities:															
Other public utilities.....		545	544	533	530	529	526	527	529	530	532	533	540	537	540
Gas and electric utilities.....		523.9	522.6	512.0	509.6	508.0	505.4	507.1	507.9	510.0	511.4	512.9	519.7	516.4	519.0
Electric light and power utilities.....		227.3	226.2	224.7	220.7	219.5	217.7	219.3	219.5	219.7	220.5	221.0	223.9	223.2	226.0
Gas utilities.....		140.7	140.7	139.3	136.8	136.5	136.0	135.9	135.6	136.6	136.4	137.1	139.0	137.5	136.4
Electric light and gas utilities combined.....		155.0	155.7	148.0	152.1	152.0	151.7	151.9	152.8	153.7	154.5	154.8	156.8	155.7	156.6
Local utilities, not elsewhere classified.....		21.4	21.3	21.0	20.6	20.6	20.3	19.8	19.9	19.9	20.2	20.4	20.6	20.4	20.7
Wholesale and retail trade:															
Wholesale trade.....	2,650	2,646	2,637	2,611	2,614	2,611	2,618	2,621	2,666	2,656	2,646	2,625	2,622	2,695	
Wholesalers, full-service and limited-function.....	1,599.3	1,589.4	1,584.4	1,564.4	1,558.9	1,553.6	1,551.0	1,549.7	1,582.4	1,574.0	1,560.3	1,546.3	1,536.7	1,572.2	
Automotive.....	121.2	119.6	118.1	115.7	114.3	113.4	112.5	112.2	112.3	112.2	111.3	111.3	111.0	108.4	
Groceries, food specialties, beer, wines, and liquors.....	272.6	273.1	274.1	271.9	273.2	274.2	276.0	275.1	281.0	280.4	276.3	275.5	272.2	273.4	
Electrical goods, machinery, hardware, and plumbing equipment.....	302.8	301.4	309.0	303.7	302.4	300.5	300.0	300.5	303.2	302.5	301.6	301.1	302.1	402.7	
Other full-service and limited-function wholesalers.....	812.7	805.3	803.2	793.1	789.0	785.5	782.5	781.9	803.9	798.9	791.1	779.4	772.4	787.7	
Wholesale distributors, other.....	1,050.5	1,056.1	1,052.1	1,047.0	1,054.9	1,057.5	1,066.9	1,071.6	1,083.4	1,082.4	1,085.6	1,078.3	1,084.9	1,122.6	
Retail trade.....															
General merchandise stores.....	1,304.2	1,301.5	1,326.4	1,318.3	1,289.1	1,286.1	1,249.2	1,296.8	1,840.7	1,474.3	1,372.2	1,322.9	1,334.7	1,356.5	
Department stores and general mail-order houses.....	830.8	830.4	844.7	830.1	822.4	819.7	796.5	839.8	1,188.3	653.2	875.1	640.0	858.9	875.9	
Other general merchandise stores.....	473.4	471.1	481.7	482.2	466.7	465.4	449.7	457.0	652.4	521.1	497.1	482.9	478.8	480.6	
Food and liquor stores.....	1,482.8	1,468.4	1,489.9	1,482.4	1,477.3	1,469.3	1,471.3	1,455.6	1,507.1	1,488.3	1,475.6	1,479.8	1,483.2	1,465.5	
Grocery, meat, and vegetable markets.....	1,004.8	1,080.8	1,100.7	1,098.2	1,095.5	1,090.6	1,089.9	1,078.3	1,108.9	1,067.3	1,084.7	1,076.8	1,078.7	1,038.4	
Dairy-product stores and dealers.....	197.9	199.5	196.9	192.5	190.1	185.6	184.8	185.9	187.7	188.9	190.8	202.1	198.5	206.7	
Other food and liquor stores.....	190.1	188.1	192.3	191.7	191.7	193.1	196.6	191.4	210.5	202.1	200.1	200.9	206.0	220.4	
Automotive and accessories dealers.....	708.4	708.6	705.3	697.3	691.5	681.9	680.1	678.6	693.5	676.3	667.8	667.2	677.2	719.3	
Apparel and accessories stores.....	517.9	521.0	550.5	544.5	535.2	546.6	513.9	531.6	665.5	568.1	551.8	540.7	542.0	556.6	
Other retail trade (except eating and drinking places).....	2,127.9	2,110.9	2,090.6	2,057.8	2,040.7	2,027.8	2,023.8	2,035.5	2,155.7	2,072.5	2,062.5	2,070.5	2,056.7	2,094.6	
Furniture and appliance stores.....	354.9	352.1	351.0	350.4	348.8	350.4	351.3	353.3	373.8	360.6	355.5	352.0	354.3	361.2	
Drug stores.....	364.5	363.3	355.3	349.4	343.7	340.0	340.5	338.9	374.0	340.7	338.0	337.0	337.0	337.7	

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial, watchman services,

product development, auxiliary production for plant's own use (e.g., power-plant), and recordkeeping and other services closely associated with the aforementioned production operations.

² Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations ¹

(All items except average benefit amounts are in thousands)

Item	1959								1958				
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
Employment service: ²													
New applications for work	686	756	913	711	736	742	806	896	787	740	775	776	725
Nonfarm placements	570	564	581	535	520	445	378	398	406	413	514	545	489
State unemployment insurance programs:													
Initial claims ³	1,011	1,228	973	880	1,086	1,123	1,263	1,772	1,910	1,246	1,246	1,174	1,240
Insured unemployment ⁴ (average weekly volume)	1,291	1,333	1,296	1,464	1,768	2,077	2,368	2,489	2,086	1,757	1,606	1,870	2,174
Rate of insured unemployment ⁵	3.4	3.5	3.4	3.8	4.5	5.3	6.0	6.3	5.3	4.4	4.3	4.7	5.5
Weeks of unemployment compensated ⁶	4,627	5,061	5,202	5,838	7,516	8,660	8,628	9,532	7,997	5,999	7,157	7,776	8,583
Average weekly benefit amount for total unemployment ⁷	\$29.76	\$29.10	\$29.23	\$29.45	\$30.02	\$30.38	\$30.52	\$30.50	\$30.41	\$30.46	\$30.45	\$30.63	\$30.48
Total benefits paid	\$133,444	\$142,503	\$142,919	\$162,011	\$213,722	\$250,608	\$250,985	\$274,663	\$230,082	\$170,649	\$205,954	\$226,689	\$250,929
Unemployment compensation for ex-service-men: ⁸													
Initial claims ⁹	25	27	23	19	26	28	29	32	33	42	17		
Insured unemployment ⁴ (average weekly volume)	44	43	43	52	64	71	71	64	46	32			
Weeks of unemployment compensated	176	181	188	222	287	298	265	243	174	56			
Total benefits paid	\$5,238	\$5,349	\$5,564	\$6,533	\$8,459	\$8,736	\$7,740	\$7,116	\$5,000	\$1,656			
Unemployment compensation or Federal civilian employees: ¹⁰													
Initial claims ⁹	11	15	12	10	13	13	14	18	14	12	13	12	11
Insured unemployment ⁴ (average weekly volume)	28	28	28	30	34	38	39	30	34	33	31	31	33
Weeks of unemployment compensated	114	115	121	126	151	162	151	153	148	122	147	150	153
Total benefits paid	\$3,602	\$3,578	\$3,801	\$3,921	\$4,716	\$5,032	\$4,686	\$4,801	\$4,604	\$3,823	\$4,346	\$4,451	\$4,563
Railroad unemployment insurance:													
Applications ¹¹	35	87	8	4	5	6	8	17	22	20	17	20	21
Insured unemployment (average weekly volume)	70	63	35	39	58	76	94	122	125	121	113	118	110
Number of payments ¹²	174	95	88	96	148	199	217	311	287	229	272	260	286
Average amount of benefit payment ¹³	\$83.16	\$75.22	\$72.13	\$62.36	\$62.72	\$65.47	\$65.57	\$65.06	\$60.31	\$70.15	\$69.91	\$70.35	\$69.60
Total benefits paid ¹⁴	\$27,314	\$18,918	\$21,202	\$8,641	\$9,099	\$12,477	\$13,752	\$20,345	\$19,765	\$16,030	\$19,076	\$18,144	\$19,861
All programs: ¹⁵													
Insured unemployment ⁴	1,451	1,477	1,414	1,593	1,936	2,282	2,596	2,739	2,316	1,965	1,867	2,067	2,386

¹ Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.² Includes Guam, Puerto Rico, and the Virgin Islands.³ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.⁴ Includes Puerto Rico and the Virgin Islands.⁵ Number of workers reporting the completion of at least 1 week of unemployment.⁶ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.⁷ Includes data for the Federal civilian employee program through June 1959.⁸ Includes data for the Federal civilian employee program for the period October 1958-June 1959.⁹ Excludes data on claims and payments made jointly with other programs.¹⁰ Excludes data on claims and payments made jointly with State programs.¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.¹² Payments are for unemployment in 14-day registration periods.¹³ The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.¹⁴ Revised.¹⁵ Adjusted for recovery of overpayments and settlement of underpayments.¹⁶ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminates January 31, 1960.

NOTE: Data on State UI initial claims differ from those published in the September 1959 issue, owing to the exclusion of transitional claims.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

TABLE B-1. Labor turnover rates, by major industry group¹

[Per 100 employees]

Major industry group	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
	Accessions: Total ³														
Manufacturing.....	3.6	3.3	4.4	3.6	3.5	3.6	3.3	3.3	2.4	2.8	3.4	4.0	3.9	3.0	2.9
Durable goods.....	3.7	3.3	4.5	3.7	3.7	3.9	3.5	3.5	2.6	3.0	3.8	4.6	4.2	3.2	2.9
Ordnance and accessories.....	3.1	2.6	4.0	2.6	2.6	3.2	2.8	2.6	2.6	2.8	2.8	2.9	2.7	2.8	2.5
Lumber and wood products.....	5.0	5.0	7.4	8.2	6.1	4.6	3.3	3.4	2.2	2.5	4.4	5.5	4.5	4.1	4.1
Furniture and fixtures.....	4.5	4.5	4.8	4.1	3.6	4.0	3.0	3.9	2.1	2.6	3.3	4.3	5.0	3.4	3.3
Stone, clay, and glass products.....	3.2	2.9	4.5	3.1	3.1	3.5	3.1	3.3	2.2	2.5	2.6	3.4	4.0	2.9	2.4
Primary metal industries.....	2.4	1.8	2.8	2.7	3.8	4.1	4.3	3.7	2.6	2.6	3.4	4.0	3.9	2.8	1.8
Fabricated metal products.....	4.0	3.6	4.5	3.9	4.1	4.3	3.6	3.4	2.7	3.1	4.1	5.7	5.5	3.6	3.4
Machinery (except electrical).....	2.9	2.8	4.2	3.3	3.3	3.5	3.5	3.5	2.7	2.9	3.2	3.4	3.0	2.8	2.1
Electrical machinery.....	4.2	3.4	4.5	3.5	3.1	3.6	3.3	3.3	2.4	2.8	3.6	4.4	4.0	2.8	3.0
Transportation equipment.....	3.3	3.5	4.5	3.5	3.9	4.1	3.2	3.7	3.1	4.3	5.1	6.3	5.2	4.0	3.7
Instruments and related products.....	3.1	2.1	3.7	2.5	2.5	2.7	2.3	2.3	1.5	2.1	2.3	2.4	2.5	1.8	2.1
Miscellaneous manufacturing.....	6.2	5.4	8.2	4.8	4.9	5.1	4.7	5.1	2.4	2.9	4.5	5.2	4.9	4.0	4.4
Nondurable goods ⁴	3.4	3.4	4.3	3.4	3.1	3.0	2.8	3.0	2.1	2.3	2.8	3.0	3.2	2.7	2.9
Food and kindred products.....	3.7	4.2	5.5	4.7	3.9	3.8	3.6	3.9	2.5	3.0	3.5	3.3	3.6	3.5	3.8
Tobacco manufactures.....	2.0	3.7	2.1	1.6	1.3	1.5	1.7	1.8	.6	1.4	1.9	2.0	2.4	1.6	2.3
Textile-mill products.....	3.8	3.6	4.0	3.2	3.4	3.1	3.0	3.0	2.1	2.6	3.4	3.5	4.1	3.0	2.9
Apparel and other finished textile products.....	4.9	5.0	4.6	4.7	4.2	3.9	3.8	4.0	2.5	2.9	3.6	3.8	4.2	3.4	3.5
Paper and allied products.....	2.9	2.8	4.3	2.8	2.6	2.4	2.2	2.2	1.5	1.7	2.1	2.5	2.6	2.1	2.4
Chemicals and allied products.....	2.1	1.9	3.3	2.0	1.8	1.8	1.4	1.5	1.1	1.0	1.3	1.7	1.6	1.3	1.7
Products of petroleum and coal.....	.7	.8	1.9	1.0	1.3	2.0	.9	.9	.4	.4	.7	.6	.7	.7	1.1
Rubber products.....	3.2	2.4	3.7	3.0	2.5	2.4	2.4	2.7	2.5	1.9	2.7	4.4	4.3	2.6	2.2
Leather and leather products.....	4.2	4.5	5.6	4.2	4.0	3.3	3.5	4.2	3.8	3.8	3.4	3.1	3.0	3.5	4.0
Nonmanufacturing:															
Metal mining.....	2.1	2.3	3.4	2.9	3.9	3.1	2.0	3.6	2.7	3.6	4.0	4.5	2.5	2.6	2.5
Anthracite mining.....	.5	1.5	1.0	1.9	1.6	3.3	.9	1.6	1.6	1.5	4.9	3.6	.8	1.6	1.3
Bituminous coal mining.....	2.0	1.4	.9	1.7	.8	1.3	1.2	1.2	1.0	1.8	1.8	2.3	1.2	1.2	.9
	Accessions: New hires														
Manufacturing.....	2.6	2.2	3.0	2.2	2.0	1.9	1.7	1.5	1.1	1.3	1.7	1.9	1.6	1.3	1.8
Durable goods.....	2.6	2.2	3.0	2.2	2.0	2.0	1.7	1.6	1.1	1.4	1.8	1.9	1.5	1.3	1.8
Ordnance and accessories.....	2.1	2.1	3.0	1.4	1.5	1.9	1.6	1.6	1.9	2.0	2.1	2.1	1.9	1.7	1.5
Lumber and wood products.....	4.5	4.4	6.2	6.3	4.3	3.4	2.3	2.5	1.3	1.9	3.1	4.2	3.4	2.7	2.9
Furniture and fixtures.....	4.0	3.8	3.4	2.6	2.2	2.4	1.8	2.0	1.1	1.4	2.1	3.1	3.3	1.7	2.2
Stone, clay, and glass products.....	2.0	2.0	3.3	2.1	1.7	1.6	1.2	1.4	.9	1.0	1.0	1.2	1.3	.9	1.5
Primary metal industries.....	1.6	1.0	1.9	1.8	2.0	2.2	1.9	1.3	.8	.7	.7	.8	.6	.5	.9
Fabricated metal products.....	2.8	2.2	3.0	2.2	2.3	2.1	1.6	1.4	1.1	1.6	2.0	2.3	1.7	1.4	2.1
Machinery (except electrical).....	2.0	1.8	2.8	2.1	2.0	2.0	1.8	1.6	1.0	1.1	1.2	1.2	.9	.9	1.4
Electrical machinery.....	3.0	2.3	3.0	2.0	1.7	2.0	1.8	1.8	1.3	1.6	2.1	2.2	1.7	1.4	1.9
Transportation equipment.....	1.4	1.6	2.2	1.4	1.5	1.5	1.2	1.2	1.3	1.6	1.7	1.7	1.3	1.3	1.9
Instruments and related products.....	2.4	1.8	3.2	2.0	1.9	1.8	1.6	1.5	.9	1.2	1.4	1.4	1.1	.9	1.6
Miscellaneous manufacturing.....	4.8	3.8	3.6	2.7	2.4	2.1	2.0	2.0	1.2	1.7	3.1	3.0	2.5	1.9	2.6
Nondurable goods ⁴	2.5	2.4	3.0	2.1	1.9	1.8	1.5	1.5	1.0	1.3	1.6	1.8	1.8	1.3	1.8
Food and kindred products.....	2.5	2.4	3.1	2.3	1.6	1.4	1.2	1.2	.9	1.3	1.7	1.7	1.7	1.5	2.0
Tobacco manufactures.....	1.2	1.8	1.3	.9	.8	.8	.8	.9	.3	.9	1.0	1.1	1.4	.8	1.3
Textile-mill products.....	2.8	2.7	2.7	2.2	2.2	1.9	1.7	1.6	1.1	1.5	2.1	2.2	2.2	1.5	1.7
Apparel and other finished textile products.....	3.8	3.7	3.2	2.9	3.2	2.9	2.7	2.6	1.1	1.8	2.3	2.5	2.8	1.8	2.4
Paper and allied products.....	2.4	2.1	3.4	2.1	1.8	1.6	1.3	1.2	.8	1.1	1.5	1.7	1.8	1.3	1.8
Chemicals and allied products.....	1.9	1.5	2.6	1.3	1.1	1.1	.9	.9	.6	.6	.8	1.0	.9	.8	1.3
Products of petroleum and coal.....	.5	.7	1.4	.7	.6	1.2	.3	.3	.1	.2	.3	.3	.4	.3	.9
Rubber products.....	2.3	1.8	2.5	1.5	1.5	1.6	1.4	1.4	1.1	.9	1.1	2.0	1.0	.8	1.3
Leather and leather products.....	3.1	3.4	4.1	2.6	2.5	2.0	2.3	2.6	2.2	2.1	2.0	2.0	2.0	1.7	2.4
Nonmanufacturing:															
Metal mining.....	1.6	1.3	1.9	1.4	1.5	1.3	.9	1.2	1.0	1.4	.7	.5	.4	.7	1.5
Anthracite mining.....	(⁵)	(⁵)	(⁵)	.1	.2	(⁵)	(⁵)	.2	1.0	.6	.5	.3	.5	.4	.8
Bituminous coal mining.....	.6	.4	.2	.4	.3	.3	.2	.3	.3	.3	.4	.3	.2	.3	.5

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

(Per 100 employees)

Major industry group	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Separations: Total ³															
Manufacturing.....	3.5	3.3	2.8	2.9	3.0	2.8	2.6	3.1	2.8	2.8	3.2	3.5	3.5	3.6	3.6
Durable goods.....	3.7	3.5	3.0	2.9	3.0	2.8	2.7	3.2	2.8	2.8	3.3	3.6	3.7	3.9	3.7
Ordinance and accessories.....	2.1	1.8	2.3	2.3	2.4	2.4	2.5	3.2	1.5	2.2	2.4	2.5	2.2	2.9	3.6
Lumber and wood products.....	5.0	4.9	3.8	4.2	4.7	4.2	3.2	3.6	3.9	4.1	4.7	5.0	4.8	4.2	5.0
Furniture and fixtures.....	4.0	4.0	3.3	3.4	3.2	2.9	2.8	3.0	3.0	3.4	4.0	3.6	3.2	3.7	4.0
Stone, clay, and glass products.....	3.2	3.1	2.4	2.1	2.0	2.1	2.0	3.3	3.1	2.3	2.4	3.0	2.4	3.5	3.0
Primary metal industries.....	2.5	2.2	2.1	1.8	1.8	1.8	1.7	1.9	1.7	2.0	2.1	2.7	2.5	3.3	2.7
Fabricated metal products.....	3.9	4.2	3.7	3.3	3.5	3.2	3.2	4.0	3.0	3.5	4.3	4.1	4.1	4.3	4.0
Machinery (except electrical).....	2.6	2.7	2.4	2.5	2.4	2.1	2.0	2.4	1.5	2.0	2.6	2.9	3.3	3.3	3.1
Electrical machinery.....	2.7	2.7	2.6	2.7	2.5	2.8	2.6	2.8	2.3	2.1	2.9	2.9	2.6	3.1	3.4
Transportation equipment.....	3.5	5.0	3.8	3.8	4.1	2.9	3.8	4.6	3.5	3.1	4.0	4.0	3.8	5.1	4.6
Instruments and related products.....	2.7	1.7	2.4	1.8	1.7	1.5	1.6	1.8	1.7	1.7	2.1	2.4	1.9	2.4	2.4
Miscellaneous manufacturing.....	4.2	3.8	3.3	4.2	4.2	3.6	3.6	3.8	7.7	5.3	4.8	4.2	3.3	4.7	5.0
Nondurable goods ⁴	3.2	2.9	2.6	2.8	2.9	2.7	2.5	2.9	2.7	2.8	3.1	3.3	3.1	3.0	3.2
Food and kindred products.....	3.5	3.5	3.3	3.3	3.5	3.8	3.8	4.4	4.0	4.2	4.0	4.5	4.1	3.8	4.1
Tobacco manufactures.....	1.9	2.7	1.6	2.0	2.1	1.6	1.8	2.1	2.3	1.4	1.6	1.6	2.0	2.1	2.6
Textile-mill products.....	3.5	3.2	2.8	3.5	3.2	2.8	2.5	3.0	3.0	2.8	3.2	3.5	3.2	3.4	3.7
Apparel and other finished textile products.....	4.2	4.0	3.3	3.7	4.1	3.3	3.0	3.4	3.3	3.5	3.8	3.6	4.1	3.8	3.8
Paper and allied products.....	3.1	2.4	2.4	2.2	2.2	1.9	1.9	2.7	2.1	2.1	2.5	3.3	2.7	2.4	2.7
Chemicals and allied products.....	1.9	1.3	1.3	1.4	1.3	1.4	1.2	1.5	1.5	1.8	1.8	2.3	1.8	1.8	1.8
Products of petroleum and coal.....	1.0	1.3	1.0	.8	.9	1.4	.7	1.0	1.1	1.3	1.4	1.6	1.5	1.3	1.4
Rubber products.....	2.4	2.3	2.2	2.4	2.4	2.1	2.0	2.0	1.4	1.5	1.9	1.9	1.6	2.7	2.6
Leather and leather products.....	4.9	3.9	3.6	3.6	3.9	3.3	2.7	3.1	2.7	2.7	4.5	3.7	3.8	3.7	4.2
Nonmanufacturing.....	3.0	2.6	2.7	2.8	2.9	2.8	1.7	2.9	2.4	2.3	2.9	3.2	3.3	3.9	2.7
Metal mining.....	1.7	5.7	3.2	4.4	2.1	3.8	3.2	4.4	1.0	1.4	1.7	.6	.7	4.3	2.4
Anthracite mining.....	15.2	4.0	2.2	2.5	2.6	2.6	2.2	1.7	.8	.9	.9	1.3	2.0	2.5	1.6
Bituminous coal mining.....															
Separations: Quits															
Manufacturing.....	1.8	1.3	1.3	1.3	1.1	1.0	.8	.9	.7	.8	1.1	1.5	1.2	.9	1.4
Durable goods.....	1.7	1.2	1.2	1.2	1.1	.9	.8	.8	.6	.7	1.0	1.4	1.1	.8	1.3
Ordinance and accessories.....	1.3	1.1	1.0	1.0	1.0	1.0	.9	1.0	.4	.8	1.0	1.5	1.0	.8	1.1
Lumber and wood products.....	3.4	2.7	2.5	2.6	2.2	1.7	1.2	1.4	1.0	1.4	2.4	3.3	2.6	1.7	2.2
Furniture and fixtures.....	2.5	1.9	1.6	1.7	1.7	1.3	1.1	1.2	.8	1.0	1.4	1.9	1.8	1.1	1.6
Stone, clay, and glass products.....	1.4	1.0	1.0	1.0	.8	.7	.5	.6	.4	.6	.7	1.3	1.0	.7	1.1
Primary metal industries.....	1.0	.7	.8	.7	.7	.6	.5	.4	.3	.4	.4	.6	.4	.4	.8
Fabricated metal products.....	1.7	1.1	1.2	1.1	1.1	.9	.7	.7	.5	.8	.9	1.4	1.1	.8	1.3
Machinery (except electrical).....	1.2	.9	1.0	1.0	1.0	.8	.7	.7	.5	.5	.7	.9	.7	.6	1.0
Electrical machinery.....	1.7	1.2	1.2	1.2	1.1	1.0	.9	1.0	.7	.9	1.2	1.5	1.1	.9	1.5
Transportation equipment.....	1.2	1.0	1.1	1.0	1.0	.8	.7	.8	.7	.7	1.0	1.2	.9	.8	1.3
Instruments and related products.....	1.6	.9	1.1	.9	.9	.7	.8	.8	.6	.7	.8	1.3	.9	.7	1.1
Miscellaneous manufacturing.....	2.5	1.9	1.6	1.7	1.8	1.1	1.2	1.2	.9	1.3	1.9	2.1	1.4	1.2	1.8
Nondurable goods ⁴	2.0	1.6	1.4	1.4	1.2	1.1	1.0	1.0	.8	.9	1.2	1.7	1.5	1.0	1.5
Food and kindred products.....	1.8	1.2	1.2	1.1	.9	.8	.7	.8	.6	.9	1.0	1.6	1.4	.9	1.3
Tobacco manufactures.....	1.2	1.6	1.1	1.1	1.1	1.0	.9	1.1	.7	.7	1.0	1.2	1.1	.9	1.4
Textile-mill products.....	2.3	1.9	1.6	1.6	1.6	1.3	1.2	1.2	1.0	1.2	1.5	1.8	1.7	1.2	1.6
Apparel and other finished textile products.....	3.2	2.9	2.3	2.5	2.2	2.1	1.9	1.9	1.4	1.5	2.1	2.3	2.4	1.7	2.3
Paper and allied products.....	1.8	1.1	1.2	1.1	.9	.8	.7	.8	.6	.6	.9	1.0	1.4	.8	1.3
Chemicals and allied products.....	1.0	.7	.7	.6	.5	.5	.4	.5	.4	.4	.6	1.2	.8	.5	.9
Products of petroleum and coal.....	.6	.3	.3	.3	.3	.3	.2	.2	.2	.2	.3	.8	.5	.3	.5
Rubber products.....	1.3	.9	1.1	1.0	.9	.7	.6	.6	.5	.5	.7	.6	.7	.6	1.0
Leather and leather products.....	3.4	2.6	2.5	2.1	2.0	1.6	1.5	1.6	1.4	1.5	1.7	2.0	2.1	1.5	2.2
Nonmanufacturing.....	1.4	1.7	1.2	2.1	1.5	1.1	.9	1.3	.6	.8	1.5	1.4	1.1	1.2	2.1
Metal mining.....	.6	.1	.5	.4	.1	(9)	.2	.3	.5	.2	1.0	.2	.3	.5	.8
Anthracite mining.....	.4	.3	.2	.3	.2	.2	.2	.2	.2	.2	.3	.4	.4	.3	.4
Bituminous coal mining.....															

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Major industry group	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
	Separations: Layoffs														
Manufacturing.....	1.2	1.4	1.0	1.1	1.3	1.3	1.3	1.7	1.8	1.6	1.7	1.6	1.9	2.3	1.7
Durable goods.....	1.4	1.7	1.1	1.2	1.3	1.4	1.4	1.8	1.9	1.7	1.8	1.8	2.2	2.6	1.9
Ordnance and accessories.....	.3	.3	.7	.7	.8	.7	1.1	1.6	.7	1.0	1.0	.6	.8	1.8	2.2
Lumber and wood products.....	1.1	1.5	.7	.9	1.8	1.9	1.5	1.7	2.5	2.3	1.7	1.1	1.8	2.1	2.3
Furniture and fixtures.....	.7	1.4	1.1	1.2	1.0	1.1	1.3	1.3	2.0	2.0	2.1	1.2	.9	2.2	1.9
Stone, clay, and glass products.....	1.2	1.6	.7	.6	.8	.9	1.2	2.2	2.3	1.4	1.4	1.3	1.1	2.6	1.6
Primary metal industries.....	.9	1.1	.7	.6	.6	.6	.7	1.0	1.1	1.3	1.4	1.8	1.8	2.6	1.6
Fabricated metal products.....	1.5	2.5	1.8	1.5	1.8	1.8	1.9	2.7	2.0	2.4	2.8	2.3	2.5	3.1	2.1
Machinery (except electrical).....	.8	1.3	.9	1.0	.8	.8	.8	1.2	.8	1.2	1.6	1.7	2.2	2.4	1.6
Electrical machinery.....	.5	.9	.6	.8	.8	1.1	1.0	1.0	1.2	.9	1.2	1.0	1.3	1.8	1.4
Transportation equipment.....	3.9	3.3	2.1	2.1	2.5	2.5	2.5	3.1	2.4	1.9	2.5	3.2	4.5	3.8	2.6
Instruments and related products.....	.7	.5	.9	.6	.5	.4	.4	.6	.9	.6	1.0	.8	.7	1.3	1.0
Miscellaneous manufacturing.....	.9	1.2	1.1	1.9	2.1	2.0	2.0	2.1	6.4	3.6	2.5	1.6	1.5	3.1	2.7
Nondurable goods.....	.7	.9	.8	1.0	1.2	1.2	1.1	1.4	1.6	1.5	1.5	1.3	1.2	1.7	1.4
Food and kindred products.....	1.1	1.8	1.7	1.9	2.1	2.7	2.7	2.8	3.1	2.9	2.5	2.5	2.3	2.5	2.4
Tobacco manufactures.....	.2	.7	.2	.5	.8	.3	.5	.7	1.4	.4	.4	.3	.6	.9	.9
Textile-mill products.....	.7	.8	.7	1.4	1.1	1.0	1.0	1.4	1.7	1.3	1.2	1.3	1.1	1.8	1.7
Apparel and other finished textile products.....	.5	.6	.6	.8	1.4	.8	.8	1.2	1.6	1.7	1.4	1.0	1.3	1.8	1.3
Paper and allied products.....	.7	.7	.7	.6	.8	.7	.9	1.4	1.2	1.2	1.2	1.0	.9	1.3	1.0
Chemicals and allied products.....	.5	.3	.2	.3	.4	.5	.5	.6	.9	1.1	.8	.8	.7	1.0	.6
Products of petroleum and coal.....	.1	.6	.2	.2	.2	.7	.1	.3	.6	.8	.4	.4	.6	.6	.5
Rubber products.....	.6	.9	.7	1.0	1.0	1.0	.9	1.0	.6	.7	.9	.7	.5	1.8	1.1
Leather and leather products.....	.9	.7	.8	.9	1.5	1.3	.9	1.0	1.0	1.0	2.4	1.3	1.2	1.8	1.2
Nonmanufacturing:															
Metal mining.....	1.1	.2	.7	.1	.3	.8	.3	.9	1.2	1.0	1.1	1.5	1.7	2.2	1.0
Anthracite mining.....	(4)	4.6	1.9	2.7	.7	2.5	2.0	3.6	.4	1.2	.5	.4	.2	3.7	1.4
Bituminous coal mining.....	14.6	3.3	1.8	2.0	2.1	2.0	1.5	1.1	.4	.5	.4	.7	1.4	2.0	1.0

¹ Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

- (1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;
- (2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;
- (3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and
- (4) Reports from plants affected by work stoppages are excluded from the

turnover series, but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

⁴ Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

⁵ Less than 0.05.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1959								1958								Annual average	
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957			
Average weekly earnings																		
Mining.....	\$108.09	\$103.49	\$111.49	\$108.94	\$106.27	\$106.13	\$106.00	\$105.86	\$105.56	\$103.60	\$102.40	\$102.14	\$101.24	\$100.10	\$102.21			
Metal.....	99.54	93.14	107.79	106.86	102.94	104.23	104.45	103.94	101.24	100.84	98.30	98.04	95.63	96.22	98.74			
Iron.....	75.82	84.10	116.18	113.83	104.60	106.11	107.45	106.59	101.82	102.60	101.03	104.80	103.28	100.27	103.40			
Copper.....	108.46	100.55	106.60	108.03	108.79	110.56	108.56	108.52	105.75	99.79	94.67	87.71	94.62	97.75	88.97			
Lead and zinc.....	93.79	89.24	91.66	87.75	86.08	87.64	90.17	91.43	92.29	89.02	87.42	83.16	83.16	85.93	88.97			
Anthracite.....	76.73	79.20	82.75	85.45	88.55	76.45	74.79	91.24	93.19	78.04	77.32	80.08	74.59	76.01	81.79			
Bituminous coal.....	118.70	104.98	126.49	120.01	114.76	112.29	112.85	114.71	115.82	107.31	107.78	106.55	105.00	102.38	110.53			
Crude-petroleum and natural-gas production.....																		
Petroleum and natural-gas production (except contract services).....	115.75	117.31	112.56	112.94	113.00	115.36	116.33	111.92	108.54	112.06	107.60	110.02	106.67	109.75	106.75			
Nonmetallic mining and quarrying.....	98.99	98.32	98.08	95.25	94.80	90.31	88.82	87.98	89.67	92.84	95.37	95.34	93.39	89.63	87.80			
Contract construction.....	119.18	116.56	116.06	114.82	113.59	110.57	106.64	111.03	109.43	110.96	115.82	114.91	113.70	110.47	106.64			
Nonbuilding construction.....	121.69	118.30	117.46	112.06	110.28	108.23	100.19	108.88	105.36	108.11	118.71	117.32	114.95	109.47	105.07			
Highway and street construction.....	119.71	115.44	113.88	106.55	103.28	98.21	85.40	93.99	93.98	102.62	117.04	114.23	112.81	104.14	98.96			
Other nonbuilding construction.....	123.49	121.29	120.77	118.00	116.61	115.84	109.82	114.55	113.69	120.66	120.07	116.37	114.26	110.15	110.15			
Building construction.....	118.59	116.16	116.66	115.39	114.44	110.95	108.12	111.65	110.37	111.16	115.18	114.25	113.40	110.67	106.85			
General contractors.....	109.66	107.15	108.19	106.36	106.07	103.19	100.25	103.01	99.12	103.37	107.01	105.16	106.48	102.63	98.89			
Special-trade contractors.....	123.65	120.88	121.81	120.82	119.13	115.15	112.20	116.86	116.51	115.73	119.64	118.99	117.90	115.28	112.17			
Plumbing and heating.....	131.06	129.96	128.78	129.12	127.72	125.33	123.28	127.64	127.59	121.77	126.39	126.39	124.97	123.23	118.87			
Painting and decorating.....	117.00	114.95	114.52	113.60	111.97	109.07	104.63	107.52	109.10	108.73	110.92	110.25	110.76	107.95	103.75			
Electrical work.....	143.95	145.08	143.91	141.64	141.64	138.65	137.58	130.41	140.48	134.65	140.12	140.09	136.76	135.97	132.10			
Other special-trade contractors.....	118.74	114.37	116.28	115.31	112.70	106.88	102.72	108.54	107.24	110.66	114.12	113.53	112.46	109.31	106.30			
Average weekly hours																		
Mining.....	41.1	39.2	41.6	40.8	40.1	39.9	39.7	40.1	40.6	40.0	40.0	39.9	39.7	39.1	40.4			
Metal.....	40.3	36.1	41.3	41.1	39.9	40.4	40.8	40.6	39.7	39.7	38.7	38.6	37.8	38.8	40.8			
Iron.....	25.7	28.9	40.2	39.8	36.7	37.1	37.7	37.4	35.6	36.0	35.7	36.9	37.2	36.2	39.5			
Copper.....	42.7	40.5	42.3	42.7	43.0	43.7	43.2	42.9	41.7	42.3	40.4	38.8	38.8	39.1	40.9			
Lead and zinc.....	41.5	38.8	40.2	39.0	38.6	39.3	40.8	41.0	41.2	40.1	40.1	37.8	38.5	39.6	41.0			
Anthracite.....	27.9		30.2	31.3	32.2	27.6	27.0	34.3	35.3	29.9	29.7	30.8	28.8	28.9	31.1			
Bituminous coal.....	36.3	32.5	38.8	36.7	35.2	35.2	35.6	36.3	38.1	35.3	35.8	35.4	35.3	33.9	36.6			
Crude-petroleum and natural-gas production.....																		
Petroleum and natural-gas production (except contract services).....	40.9	41.6	40.2	40.3	40.5	41.2	41.4	41.3	40.5	41.2	40.3	40.9	40.1	40.8	40.9			
Nonmetallic mining and quarrying.....	45.2	45.1	45.2	44.3	44.3	42.4	41.7	41.5	42.1	44.0	43.2	43.4	44.9	43.3	43.9			
Contract construction.....	38.2	37.6	38.0	37.4	37.0	35.9	34.4	35.7	35.3	36.4	38.1	37.8	37.9	36.7	36.9			
Nonbuilding construction.....	43.0	42.1	42.1	40.6	40.1	39.5	36.3	38.5	37.9	39.6	42.7	42.2	42.0	40.1	39.8			
Highway and street construction.....	44.5	43.4	43.3	41.3	40.5	39.6	35.0	38.2	37.0	40.4	44.5	43.6	43.7	41.0	40.6			
Other nonbuilding construction.....	41.3	40.7	40.8	40.0	39.8	39.4	37.1	38.7	38.7	38.9	40.9	40.7	40.3	39.4	39.2			
Building construction.....	36.8	36.3	36.8	36.4	35.1	35.0	34.0	35.0	34.6	35.4	36.8	36.5	36.7	35.7	36.1			
General contractors.....	36.8	36.2	36.8	36.3	36.2	35.1	34.1	34.8	33.6	35.4	36.9	36.4	37.1	35.6	35.7			
Special-trade contractors.....	36.8	36.3	36.8	36.5	36.1	35.0	34.0	35.2	35.2	35.5	36.7	36.5	36.5	35.8	36.3			
Plumbing and heating.....	38.1	38.0	38.1	38.2	37.9	37.3	36.8	38.1	38.2	38.9	38.3	38.3	38.1	37.8	38.1			
Painting and decorating.....	36.0	35.7	35.9	35.5	35.1	34.3	32.8	33.6	34.2	34.3	35.1	35.0	35.5	34.6	34.7			
Electrical work.....	38.8	39.0	39.0	38.7	38.7	38.3	37.9	38.3	38.7	37.2	38.6	38.7	38.2	38.3	39.2			
Other special-trade contractors.....	36.2	35.3	36.0	35.7	35.0	33.4	32.0	33.5	33.2	34.8	36.0	35.7	35.7	34.7	35.2			
Average hourly earnings																		
Mining.....	\$2.63	\$2.64	\$2.68	\$2.67	\$2.65	\$2.66	\$2.67	\$2.64	\$2.60	\$2.59	\$2.56	\$2.56	\$2.55	\$2.56	\$2.53			
Metal.....	2.47	2.58	2.61	2.60	2.58	2.58	2.56	2.55	2.55	2.54	2.54	2.54	2.53	2.48	2.42			
Iron.....	2.95	2.91	2.89	2.86	2.85	2.86	2.85	2.85	2.85	2.85	2.83	2.84	2.83	2.77	2.62			
Copper.....	2.54	2.49	2.52	2.53	2.53	2.53	2.52	2.49	2.48	2.50	2.47	2.44	2.45	2.42	2.39			
Lead and zinc.....	2.26	2.30	2.28	2.25	2.23	2.23	2.21	2.23	2.24	2.22	2.18	2.20	2.16	2.17	2.17			
Anthracite.....	2.75		2.74	2.73	2.75	2.77	2.77	2.66	2.64	2.61	2.61	2.60	2.59	2.63	2.63			
Bituminous coal.....	3.27	3.23	3.26	3.27	3.26	3.19	3.17	3.16	3.04	3.04	3.01	3.01	3.00	3.02	3.02			
Crude-petroleum and natural-gas production.....																		
Petroleum and natural-gas production (except contract services).....	2.83	2.82	2.80	2.80	2.79	2.80	2.81	2.71	2.68	2.72	2.67	2.69	2.66	2.69	2.51			
Nonmetallic mining and quarrying.....	2.19	2.18	2.17	2.15	2.14	2.13	2.13	2.12	2.13	2.11	2.11	2.10	2.08	2.07	2.00			
Contract construction.....	3.12	3.10	3.07	3.07	3.07	3.08	3.10	3.11	3.10	3.04	3.04	3.04	3.00	3.01	2.86			
Nonbuilding construction.....	2.83	2.81	2.79	2.76	2.75	2.74	2.76	2.75	2.78	2.73	2.78	2.78	2.73	2.73	2.64			
Highway and street construction.....	2.69	2.66	2.63	2.58	2.55	2.48	2.44	2.45	2.54	2.54	2.63	2.62	2.57	2.54	2.45			
Other nonbuilding construction.....	2.99	2.98	2.96	2.95	2.93	2.94	2.96	2.96	2.96	2.92	2.95	2.95	2.90	2.90	2.81			
Building construction.....	3.22	3.20	3.17	3.17	3.17	3.17	3.18	3.19	3.19	3.14	3.13	3.13	3.09	3.10	2.96			
General contractors.....	2.98	2.96	2.94	2.93	2.93	2.94	2.94	2.96	2.95	2.92	2.90	2.90	2.87	2.88	2.77			
Special-trade contractors.....	3.36	3.33	3.31	3.31	3.30	3.29	3.30	3.32	3.31	3.26	3.26	3.26	3.23	3.22	3.09			
Plumbing and heating.....	3.44	3.42	3.38	3.38	3.37	3.36	3.35	3.35	3.34	3.30	3.30	3.30	3.28	3.26	3.12			
Painting and decorating.....	3.25	3.22	3.19	3.20	3.19	3.18	3.19	3.20	3.19	3.17	3.18	3.15	3.12	3.12	2.99			
Electrical work.....	3.71	3.72	3.69	3.66	3.66	3.62	3.63	3.64	3.63	3.62	3.63	3.62	3.58	3.55	3.37			
Other special-trade contractors.....	3.28	3.24	3.23	3.23	3.22	3.20	3.21	3.24	3.23	3.18	3.17	3.15	3.15	3.15	3.02			

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958						Annual average	
	Aug. ³	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957	
Average weekly earnings																
Manufacturing.....	\$88.70	\$89.65	\$91.17	\$90.32	\$90.87	\$89.24	\$88.00	\$87.38	\$88.04	\$86.58	\$85.17	\$85.39	\$84.35	\$83.50	\$82.39	
Durable goods.....	96.12	96.80	99.36	98.64	97.75	97.10	95.11	94.94	96.29	94.30	91.83	92.46	91.14	90.06	88.66	
Nondurable goods.....	80.00	80.00	79.60	79.40	79.00	79.00	78.01	77.81	78.01	77.22	76.83	77.03	76.04	75.27	73.51	
Durable goods																
Ordinance and accessories.....	103.89	105.06	105.47	105.83	103.32	104.08	103.57	105.00	106.43	103.16	103.00	103.00	100.69	101.43	95.47	
Lumber and wood products.....	82.60	80.19	82.19	80.56	78.96	77.74	74.26	74.84	77.38	77.59	80.15	80.12	77.74	75.41	72.04	
Sawmills and planing mills.....	81.48	79.13	80.70	78.66	76.30	75.85	72.86	72.31	75.17	75.39	77.30	77.68	76.70	73.23	70.92	
Millwork, plywood, and prefabricated structural wood products.....	86.32	83.85	85.90	86.11	85.08	83.43	81.81	81.41	81.00	83.21	83.42	83.18	82.57	79.38	75.60	
Wooden containers.....	60.94	60.53	61.12	60.59	59.09	59.09	57.52	57.02	57.88	57.31	59.09	59.68	59.60	56.88	56.23	
Miscellaneous wood products.....	66.58	66.74	66.74	66.74	66.17	66.08	64.80	65.37	66.60	65.28	66.08	64.87	64.40	63.52	61.56	
Furniture and fixtures.....	76.31	74.66	74.66	72.76	72.40	73.12	72.32	72.54	74.16	73.03	73.39	73.90	72.09	70.31	70.00	
Household furniture.....	72.80	71.34	70.64	69.37	69.20	69.83	69.43	69.26	71.14	70.28	70.79	70.45	68.61	66.76	66.63	
Office, public-building, and professional furniture.....	89.46	87.57	85.90	84.24	83.22	82.61	82.21	82.21	82.62	81.00	81.80	83.84	82.22	79.79	78.99	
Partitions, shelving, lockers, and fixtures.....	96.60	87.71	95.91	90.72	90.63	88.03	87.53	87.46	88.65	86.08	86.80	87.98	88.48	85.97	85.22	
Screens, blinds, and miscellaneous furniture and fixtures.....	73.26	74.48	75.81	76.22	73.12	73.53	72.58	74.66	74.98	73.98	71.69	72.45	72.22	71.56	68.40	
Average weekly hours																
Manufacturing.....	40.5	40.2	40.7	40.5	40.3	40.2	40.0	39.9	40.2	39.9	39.8	39.9	39.6	39.2	39.8	
Durable goods.....	40.9	40.5	41.4	41.1	40.9	40.8	40.3	40.4	40.8	40.3	40.1	40.2	39.8	39.5	40.3	
Nondurable goods.....	40.0	39.8	39.8	39.7	39.5	39.5	39.4	39.3	39.6	39.4	39.4	39.5	39.4	38.8	39.1	
Durable goods																
Ordinance and accessories.....	40.9	41.2	41.2	41.5	41.0	41.3	41.1	41.5	41.9	41.1	41.2	41.2	40.6	40.9	40.8	
Lumber and wood products.....	41.3	40.5	41.3	41.1	40.7	40.7	39.5	39.6	40.3	40.2	41.1	41.3	40.7	39.9	39.8	
Sawmills and planing mills.....	42.0	41.0	41.6	41.4	40.8	41.0	39.6	39.3	40.2	40.1	40.9	41.1	40.8	39.8	39.4	
Millwork, plywood, and prefabricated structural wood products.....	41.7	40.9	41.7	41.8	41.5	41.1	40.7	40.5	40.5	41.4	41.5	41.8	41.7	40.5	40.0	
Wooden containers.....	40.9	40.9	41.3	41.5	40.2	40.2	39.4	39.6	39.3	39.8	40.2	40.6	41.1	39.5	39.6	
Miscellaneous wood products.....	41.1	41.2	41.2	41.2	41.1	41.3	40.5	40.6	41.0	40.8	41.3	40.8	40.5	40.2	40.5	
Furniture and fixtures.....	41.7	40.8	40.8	40.2	40.0	40.4	40.4	40.3	41.2	40.8	41.0	41.0	40.5	39.5	40.0	
Household furniture.....	41.6	41.0	40.6	40.1	40.0	40.6	40.6	40.5	41.6	41.1	41.4	41.2	40.6	39.5	39.9	
Office, public-building, and professional furniture.....	42.6	41.7	41.1	40.5	40.4	40.1	40.3	40.1	40.3	39.9	40.1	41.1	40.5	39.5	40.3	
Partitions, shelving, lockers, and fixtures.....	42.0	38.3	41.7	40.5	40.1	39.3	38.9	38.7	39.4	38.6	39.1	39.1	39.5	38.9	40.2	
Screens, blinds, and miscellaneous furniture and fixtures.....	40.7	40.7	41.2	41.2	40.4	40.4	40.1	40.8	41.2	41.1	40.5	40.7	40.8	40.2	40.0	
Average hourly earnings																
Manufacturing.....	\$2.19	\$2.23	\$2.24	\$2.23	\$2.23	\$2.22	\$2.20	\$2.19	\$2.17	\$2.14	\$2.14	\$2.13	\$2.13	\$2.13	\$2.07	
Durable goods.....	2.35	2.39	2.40	2.40	2.39	2.38	2.36	2.35	2.36	2.34	2.29	2.30	2.29	2.28	2.20	
Nondurable goods.....	2.00	2.01	2.00	2.00	2.00	2.00	1.98	1.98	1.97	1.96	1.95	1.95	1.95	1.94	1.88	
Durable goods																
Ordinance and accessories.....	2.54	2.55	2.56	2.55	2.52	2.52	2.52	2.53	2.54	2.51	2.50	2.50	2.48	2.48	2.34	
Lumber and wood products.....	2.00	1.98	1.99	1.96	1.94	1.91	1.88	1.89	1.92	1.93	1.95	1.94	1.91	1.89	1.81	
Sawmills and planing mills.....	1.94	1.93	1.94	1.90	1.87	1.85	1.84	1.84	1.87	1.88	1.89	1.89	1.88	1.84	1.80	
Millwork, plywood, and prefabricated structural wood products.....	2.07	2.05	2.06	2.06	2.05	2.03	2.01	2.01	2.00	2.01	2.01	1.99	1.98	1.96	1.89	
Wooden containers.....	1.49	1.48	1.48	1.46	1.47	1.47	1.46	1.44	1.46	1.44	1.47	1.47	1.45	1.44	1.42	
Miscellaneous wood products.....	1.62	1.62	1.62	1.62	1.61	1.60	1.60	1.61	1.60	1.60	1.60	1.59	1.59	1.58	1.52	
Furniture and fixtures.....	1.83	1.83	1.83	1.81	1.81	1.81	1.79	1.80	1.80	1.79	1.79	1.80	1.78	1.78	1.75	
Household furniture.....	1.75	1.74	1.74	1.73	1.73	1.72	1.71	1.71	1.71	1.71	1.71	1.71	1.69	1.69	1.67	
Office, public-building, and professional furniture.....	2.10	2.10	2.09	2.08	2.06	2.06	2.04	2.05	2.05	2.03	2.04	2.04	2.03	2.02	1.96	
Partitions, shelving, lockers, and fixtures.....	2.30	2.29	2.30	2.24	2.26	2.24	2.25	2.26	2.25	2.23	2.22	2.25	2.24	2.21	2.12	
Screens, blinds, and miscellaneous furniture and fixtures.....	1.80	1.83	1.84	1.85	1.81	1.82	1.81	1.83	1.82	1.80	1.77	1.78	1.77	1.78	1.71	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Stone, clay, and glass products.....	\$92.57	\$92.13	\$92.16	\$91.94	\$91.27	\$90.20	\$87.67	\$86.83	\$87.26	\$87.53	\$86.51	\$88.78	\$86.90	\$84.80	\$83.03
Flat glass.....	128.33	131.99	134.94	131.24	131.97	132.70	135.20	136.75	133.35	123.51	78.12	128.94	122.18	113.10	114.62
Glass and glassware, pressed or blown.....	88.80	88.36	87.78	88.80	88.80	89.24	87.82	86.11	87.16	87.16	87.67	85.97	85.97	85.75	83.58
Glass products made of purchased glass.....	72.86	72.68	74.70	74.80	74.34	72.10	71.74	72.89	77.64	76.45	75.07	75.70	72.68	71.55	70.67
Cement, hydraulic.....	100.77	101.09	98.88	97.82	96.87	95.51	93.53	92.98	95.18	97.41	96.70	97.82	95.58	92.92	87.91
Structural clay products.....	82.19	82.10	81.77	81.58	80.39	78.79	77.08	75.66	75.85	78.18	70.16	76.35	77.95	75.28	74.61
Pottery and related products.....	82.04	78.44	79.80	79.38	78.17	79.25	78.87	77.17	76.43	77.29	76.82	74.30	71.71	73.24	73.45
Concrete, gypsum, and plaster products.....	95.82	95.37	95.58	94.05	91.91	88.99	85.48	85.67	86.81	88.91	91.80	90.37	90.50	86.43	82.75
Cut-stone and stone products.....	76.59	74.74	76.50	77.15	75.81	72.98	72.04	71.31	72.07	72.58	75.26	75.21	73.21	73.31	70.98
Miscellaneous nonmetallic mineral products.....	96.98	97.58	97.86	98.09	97.44	95.72	95.04	94.16	93.94	91.80	91.62	91.35	89.42	87.96	86.67
Primary metal industries.....	105.34	108.19	118.43	117.58	116.60	115.34	112.72	110.80	109.45	108.08	106.74	103.95	100.97	98.75	97.75
Blast furnaces, steel works, and rolling mills.....	116.80	111.29	129.38	127.10	127.10	125.36	122.00	120.08	116.40	115.50	114.52	115.71	112.18	108.00	104.79
Iron and steel foundries.....	95.28	98.49	101.02	100.94	98.42	97.53	95.28	94.80	94.17	91.87	87.93	88.77	86.25	85.98	87.64
Primary smelting and refining of nonferrous metals.....	104.38	105.26	104.86	104.81	104.55	103.80	105.06	103.16	105.06	104.04	102.36	101.05	99.84	99.05	95.82
Secondary smelting and refining of nonferrous metals.....	95.26	91.71	94.62	94.66	94.02	93.98	92.03	92.43	93.30	98.34	93.15	90.72	89.73	88.84	87.53
Rolling, drawing, and alloying of nonferrous metals.....	108.62	111.30	113.85	113.69	113.42	112.20	110.56	108.97	108.94	108.82	106.30	104.60	103.02	100.90	95.51
Nonferrous foundries.....	99.39	99.65	100.77	99.70	98.88	97.51	97.44	98.16	98.95	96.63	94.87	95.18	93.60	93.06	91.20
Miscellaneous primary metal industries.....	112.20	113.99	118.71	119.00	116.76	115.09	112.89	111.38	111.38	109.48	106.93	106.13	104.15	102.31	100.85
Average weekly hours															
Stone, clay, and glass products.....	41.7	41.5	41.7	41.6	41.3	41.0	40.4	40.2	40.4	40.9	41.0	41.1	40.8	40.0	40.5
Flat glass.....	41.0	41.9	42.3	41.4	41.5	41.6	41.6	42.6	42.2	40.1	28.1	42.0	41.1	38.6	40.5
Glass and glassware, pressed or blown.....	40.0	39.8	39.9	40.0	40.0	40.2	40.1	39.5	39.8	39.8	40.4	39.8	39.8	39.7	39.8
Glass products made of purchased glass.....	39.6	39.5	40.6	40.7	40.4	39.4	39.2	39.4	41.3	41.1	40.8	40.7	39.5	39.1	39.7
Cement, hydraulic.....	41.3	41.6	41.2	41.1	40.7	40.3	39.8	39.4	40.5	41.1	40.8	41.1	40.5	40.4	40.7
Structural clay products.....	41.3	41.3	41.3	41.2	40.6	40.2	39.5	39.2	39.1	40.3	40.8	40.9	40.6	39.4	39.9
Pottery and related products.....	37.7	37.0	38.0	37.8	37.4	38.1	37.1	37.1	37.1	37.7	37.2	36.6	35.5	35.9	37.3
Concrete, gypsum, and plaster products.....	45.2	45.2	45.3	45.0	44.4	43.2	41.9	42.2	42.2	43.8	45.0	44.3	44.8	43.0	43.1
Cut-stone and stone products.....	41.4	40.4	41.4	41.7	41.2	40.1	39.8	39.4	39.6	40.1	40.9	41.1	40.9	40.5	40.1
Miscellaneous nonmetallic mineral products.....	41.8	41.7	42.0	42.1	42.0	41.8	41.5	41.3	41.2	40.8	40.9	40.6	40.1	39.8	40.5
Primary metal industries.....	39.9	38.5	41.7	41.4	41.2	40.9	40.4	40.0	39.8	39.3	38.9	39.1	38.5	38.1	39.5
Blast furnaces, steel works, and rolling mills.....	37.8	35.9	41.6	41.0	41.0	40.7	40.0	39.5	38.8	38.5	38.3	38.7	37.9	37.5	36.1
Iron and steel foundries.....	39.7	40.7	41.4	41.2	40.5	40.3	39.7	39.5	39.4	38.6	37.9	38.1	37.5	37.2	36.3
Primary smelting and refining of nonferrous metals.....	40.3	40.8	40.8	41.1	41.0	40.9	41.2	41.4	41.2	40.8	40.3	40.1	39.5	40.1	40.6
Secondary smelting and refining of nonferrous metals.....	41.6	40.4	41.5	41.7	41.6	41.4	40.9	40.9	41.1	41.3	41.4	40.5	40.6	40.2	40.9
Rolling, drawing, and alloying of nonferrous metals.....	41.3	42.0	42.8	42.9	42.8	42.5	42.2	41.3	41.9	41.9	41.2	40.7	40.4	40.2	40.3
Nonferrous foundries.....	40.9	40.8	41.3	41.2	41.2	40.8	40.6	40.9	41.4	40.6	40.2	40.5	40.0	39.6	40.0
Miscellaneous primary metal industries.....	41.1	41.3	42.7	42.5	42.0	41.7	41.2	41.1	41.1	40.4	39.9	39.9	39.6	39.2	40.5
Average hourly earnings															
Stone, clay, and glass products.....	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.20	\$2.17	\$2.16	\$2.16	\$2.14	\$2.11	\$2.16	\$2.13	\$2.12	\$2.06
Flat glass.....	3.13	3.15	3.19	3.17	3.18	3.19	3.25	3.21	3.16	3.08	2.78	3.07	2.96	2.93	2.83
Glass and glassware, pressed or blown.....	2.22	2.22	2.20	2.22	2.22	2.22	2.19	2.18	2.19	2.19	2.17	2.16	2.16	2.16	2.10
Glass products made of purchased glass.....	1.84	1.84	1.84	1.84	1.84	1.83	1.83	1.85	1.88	1.86	1.84	1.86	1.84	1.83	1.78
Cement, hydraulic.....	2.44	2.43	2.40	2.38	2.38	2.37	2.35	2.36	2.35	2.37	2.37	2.38	2.36	2.30	2.16
Structural clay products.....	1.99	1.99	1.98	1.98	1.98	1.96	1.95	1.95	1.94	1.94	1.94	1.94	1.92	1.91	1.87
Pottery and related products.....	2.12	2.12	2.10	2.10	2.09	2.08	2.07	2.08	2.06	2.05	2.03	2.03	2.02	2.04	1.97
Concrete, gypsum, and plaster products.....	2.12	2.11	2.11	2.09	2.07	2.06	2.04	2.03	2.05	2.03	2.04	2.04	2.02	2.01	1.92
Cut-stone and stone products.....	1.85	1.85	1.85	1.85	1.84	1.82	1.81	1.81	1.82	1.81	1.84	1.83	1.79	1.81	1.77
Miscellaneous nonmetallic mineral products.....	2.32	2.34	2.33	2.33	2.32	2.29	2.29	2.28	2.28	2.25	2.24	2.25	2.23	2.21	2.14
Primary metal industries.....	2.64	2.81	2.84	2.84	2.83	2.82	2.79	2.77	2.75	2.78	2.74	2.73	2.70	2.65	2.60
Blast furnaces, steel works, and rolling mills.....	3.09	3.10	3.11	3.10	3.10	3.08	3.05	3.04	3.00	3.00	2.99	2.99	2.96	2.88	2.68
Iron and steel foundries.....	2.40	2.42	2.44	2.45	2.43	2.42	2.40	2.40	2.39	2.38	2.32	2.33	2.30	2.31	2.23
Primary smelting and refining of nonferrous metals.....	2.59	2.58	2.57	2.55	2.55	2.54	2.55	2.54	2.55	2.55	2.54	2.52	2.52	2.47	2.38
Secondary smelting and refining of nonferrous metals.....	2.29	2.27	2.28	2.27	2.26	2.27	2.25	2.26	2.27	2.26	2.25	2.24	2.21	2.21	2.14
Rolling, drawing, and alloying of nonferrous metals.....	2.63	2.65	2.66	2.65	2.65	2.64	2.62	2.60	2.60	2.59	2.58	2.57	2.55	2.51	2.37
Nonferrous foundries.....	2.43	2.44	2.44	2.42	2.40	2.39	2.40	2.40	2.39	2.38	2.36	2.35	2.34	2.35	2.28
Miscellaneous primary metal industries.....	2.73	2.76	2.78	2.80	2.78	2.76	2.74	2.71	2.71	2.71	2.68	2.66	2.63	2.61	2.40

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ³	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Manufacturing—Continued															
Average weekly earnings															
Durable goods—Continued															
Fabricated metal products.....	\$98.77	\$97.17	\$99.72	\$98.36	\$96.50	\$95.88	\$94.13	\$93.96	\$94.00	\$94.66	\$93.02	\$93.89	\$92.32	\$90.80	\$88.94
Tin cans and other tinware.....	117.12	113.85	113.42	114.91	108.99	106.86	107.27	106.86	106.45	108.22	106.55	107.78	110.16	104.42	96.88
Cutlery, handtools, and hardware.....	92.03	92.25	93.34	92.06	90.98	91.62	91.21	91.62	96.02	92.77	87.99	86.18	86.80	86.15	85.05
Heating apparatus (except electric) and plumbers' supplies.....	93.38	92.29	93.43	91.88	90.97	91.43	91.66	89.60	90.90	90.80	92.70	92.03	88.58	87.91	83.95
Fabricated structural metal products.....	97.20	97.77	100.19	98.09	96.32	94.73	93.62	92.98	95.04	94.80	95.11	96.46	96.02	93.43	92.99
Metal stamping, coating, and engraving.....	107.86	102.75	105.15	103.32	101.99	100.77	97.36	97.51	100.60	96.70	91.25	95.40	92.10	92.63	90.13
Lighting fixtures.....	86.48	86.46	91.12	89.42	87.54	84.42	84.21	85.03	85.48	85.48	81.40	83.84	81.81	80.17	79.80
Fabricated wire products.....	86.86	86.40	92.60	92.60	91.08	89.54	87.67	88.75	90.25	86.58	86.48	87.10	82.02	83.74	82.21
Miscellaneous fabricated metal products.....	96.79	97.81	101.48	101.29	98.00	98.37	96.56	94.85	95.30	94.62	93.71	93.08	90.68	88.53	89.01
Machinery (except electrical).....	103.00	103.25	104.75	104.00	103.09	102.42	100.61	99.31	99.06	96.96	94.41	95.00	93.77	94.25	94.30
Engines and turbines.....	110.27	108.81	112.44	112.56	111.83	111.41	107.98	107.53	105.97	103.86	105.82	104.49	101.12	102.26	96.55
Agricultural machinery and tractors.....	101.35	103.31	106.55	106.14	106.14	107.84	105.22	106.35	97.27	88.69	96.47	95.74	95.04	95.59	91.31
Construction and mining machinery.....	103.57	102.34	105.72	104.73	102.01	102.41	99.55	97.77	97.53	96.00	94.09	94.25	93.22	91.89	92.84
Metalworking machinery.....	113.21	114.33	115.83	115.45	114.75	112.56	110.39	106.90	105.15	102.17	99.31	96.31	97.41	101.38	106.57
Special-industry machinery (except metalworking machinery).....	98.23	97.58	99.22	97.39	95.83	95.83	95.63	94.99	94.53	92.75	91.25	91.25	89.73	90.55	90.06
General industrial machinery.....	102.09	101.43	102.41	100.36	98.95	99.40	97.85	97.20	97.85	96.24	95.12	94.35	93.22	93.06	92.89
Office and store machines and devices.....	97.07	99.80	99.38	98.49	97.60	97.04	96.50	96.64	96.48	96.58	95.27	95.34	93.46	93.80	90.23
Service-industry and household machines.....	96.96	96.96	98.16	96.22	96.22	95.11	95.34	95.82	97.17	95.34	87.25	94.89	91.31	90.65	87.30
Miscellaneous machinery parts.....	101.60	102.53	103.81	102.90	101.99	100.85	98.16	98.40	98.81	98.16	92.51	94.47	92.73	92.73	91.62
Average weekly hours															
Fabricated metal products.....	41.5	41.0	41.9	41.5	41.1	40.8	40.4	40.5	41.2	40.8	40.8	41.0	40.4	40.0	40.8
Tin cans and other tinware.....	43.7	42.8	42.8	43.2	41.6	41.1	41.1	41.1	41.1	41.9	41.3	42.6	43.2	41.6	41.4
Cutlery, handtools, and hardware.....	40.9	41.0	41.3	41.1	40.8	40.9	40.9	40.9	42.3	41.6	41.7	39.9	40.0	39.7	40.4
Heating apparatus (except electric) and plumbers' supplies.....	40.6	40.3	40.8	40.3	39.9	40.1	40.2	40.0	40.4	40.4	41.2	40.9	39.9	39.6	39.6
Fabricated structural metal products.....	40.5	40.4	41.4	40.7	40.3	39.8	39.5	39.4	40.1	40.0	40.3	40.7	40.0	40.1	41.7
Metal stamping, coating, and engraving.....	42.8	41.6	42.4	42.0	41.8	41.3	40.4	40.8	41.7	40.8	40.2	41.3	39.7	40.1	40.6
Lighting fixtures.....	40.6	40.4	41.8	41.4	41.1	40.2	40.1	40.3	40.9	40.9	40.7	40.7	40.3	39.3	39.7
Miscellaneous fabricated metal products.....	40.4	40.0	41.9	41.9	41.4	40.7	40.4	40.9	41.4	39.9	40.6	40.7	39.3	39.5	40.1
Machinery (except electrical).....	41.9	41.8	43.0	43.1	42.5	42.4	41.8	41.6	41.8	41.5	41.1	41.4	40.3	39.7	41.4
Engines and turbines.....	41.2	41.3	41.9	41.6	41.4	41.3	40.9	40.7	40.6	39.9	39.5	40.0	39.4	39.6	41.0
Agricultural machinery and tractors.....	41.3	40.6	41.8	42.0	42.2	42.2	40.9	41.2	40.6	39.6	40.7	40.5	39.5	40.1	40.8
Construction and mining machinery.....	39.9	40.2	41.3	41.3	41.3	41.8	41.1	40.3	39.7	36.2	39.7	39.4	39.6	39.5	39.7
Metalworking machinery.....	42.1	41.6	42.8	42.4	41.3	41.8	40.8	40.4	40.3	40.0	39.7	39.6	39.5	39.1	40.9
Special-industry machinery (except metalworking machinery).....	42.4	42.5	42.9	42.6	42.5	42.0	41.5	40.8	40.6	39.6	39.1	39.1	38.5	39.6	42.8
General industrial machinery.....	41.8	41.7	42.4	41.8	41.3	41.3	41.4	41.3	41.1	40.5	40.2	40.2	39.7	39.8	41.5
Office and store machines and devices.....	41.5	41.4	41.8	41.3	41.3	41.1	40.6	40.5	40.6	40.1	39.8	39.8	39.5	39.6	41.1
Service-industry and household machines.....	39.3	40.9	40.4	40.2	40.0	40.1	39.9	40.1	40.2	40.4	40.2	40.4	39.6	39.7	40.1
Miscellaneous machinery parts.....	40.4	40.4	40.9	40.6	40.6	40.3	40.4	40.6	41.0	40.4	38.1	40.9	39.7	39.6	39.5
Average hourly earnings	41.3	41.8	42.2	42.0	41.8	41.5	40.9	41.0	41.0	40.9	39.2	40.2	39.8	39.8	40.9
Average hourly earnings															
Fabricated metal products.....	\$2.38	\$2.37	\$2.38	\$2.37	\$2.35	\$2.35	\$2.33	\$2.32	\$2.33	\$2.32	\$2.28	\$2.29	\$2.29	\$2.27	\$2.18
Tin cans and other tinware.....	2.68	2.66	2.65	2.66	2.62	2.60	2.61	2.60	2.59	2.59	2.58	2.58	2.55	2.61	2.34
Cutlery, handtools, and hardware.....	2.25	2.25	2.26	2.24	2.23	2.24	2.23	2.24	2.27	2.23	2.11	2.16	2.17	2.17	2.12
Heating apparatus (except electric) and plumbers' supplies.....	2.30	2.29	2.29	2.28	2.28	2.28	2.28	2.24	2.25	2.24	2.25	2.25	2.22	2.22	2.12
Fabricated structural metal products.....	2.40	2.42	2.42	2.41	2.39	2.38	2.37	2.36	2.37	2.37	2.36	2.37	2.36	2.33	2.23
Metal stamping, coating, and engraving.....	2.52	2.47	2.48	2.46	2.44	2.44	2.41	2.39	2.41	2.37	2.27	2.31	2.32	2.31	2.22
Lighting fixtures.....	2.13	2.14	2.18	2.16	2.13	2.10	2.10	2.11	2.09	2.09	2.06	2.06	2.03	2.04	2.01
Fabricated wire products.....	2.15	2.16	2.21	2.21	2.20	2.20	2.17	2.17	2.18	2.17	2.13	2.14	2.11	2.12	2.06
Miscellaneous fabricated metal products.....	2.31	2.34	2.36	2.35	2.32	2.32	2.31	2.28	2.28	2.28	2.28	2.27	2.25	2.23	2.15
Machinery (except electrical).....	2.50	2.50	2.50	2.50	2.49	2.48	2.46	2.44	2.44	2.43	2.39	2.39	2.38	2.38	2.30
Engines and turbines.....	2.67	2.68	2.69	2.68	2.65	2.64	2.64	2.61	2.61	2.61	2.60	2.58	2.56	2.55	2.44
Agricultural machinery and tractors.....	2.54	2.57	2.58	2.57	2.57	2.58	2.56	2.49	2.45	2.45	2.43	2.43	2.40	2.42	2.30
Construction and mining machinery.....	2.46	2.46	2.47	2.47	2.47	2.45	2.44	2.42	2.42	2.40	2.37	2.38	2.36	2.35	2.27
Metalworking machinery.....	2.67	2.69	2.70	2.71	2.70	2.68	2.66	2.62	2.59	2.58	2.54	2.54	2.53	2.56	2.49
Special-industry machinery (except metalworking machinery).....	2.35	2.34	2.34	2.33	2.32	2.32	2.31	2.30	2.30	2.29	2.27	2.27	2.26	2.25	2.17
General industrial machinery.....	2.46	2.45	2.45	2.43	2.42	2.42	2.41	2.40	2.41	2.40	2.39	2.37	2.36	2.35	2.26
Office and store machines and devices.....	2.47	2.44	2.46	2.45	2.44	2.42	2.42	2.41	2.40	2.39	2.37	2.36	2.36	2.35	2.25
Service-industry and household machines.....	2.40	2.40	2.40	2.37	2.37	2.36	2.35	2.35	2.37	2.36	2.29	2.32	2.30	2.29	2.21
Miscellaneous machinery parts.....	2.46	2.46	2.46	2.45	2.44	2.43	2.40	2.40	2.41	2.40	2.36	2.35	2.33	2.33	2.24

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1950										1952					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1952	1957		
Manufacturing—Continued	Average weekly earnings																
<i>Durable Goods—Continued</i>																	
Electrical machinery.....	\$59.47	\$59.02	\$60.58	\$59.51	\$58.84	\$59.06	\$58.84	\$58.83	\$59.32	\$58.91	\$55.70	\$57.26	\$54.96	\$55.14	\$53.01		
Electrical generating, transmission, distribution, and industrial apparatus.....	94.19	94.60	96.00	94.25	93.15	92.92	92.29	92.06	93.61	92.52	90.80	90.63	89.33	89.72	88.70		
Electrical appliances.....	88.26	89.04	89.27	87.53	88.43	88.82	87.30	89.55	87.74	92.06	88.22	87.12	84.37	85.36	83.10		
Insulated wire and cable.....	83.22	86.94	89.24	88.41	87.78	87.36	87.99	89.03	92.01	89.04	88.62	88.20	84.24	86.11	85.08		
Electrical equipment for vehicles.....	89.39	94.47	96.46	96.39	96.63	100.67	99.84	100.38	102.72	99.12	76.81	94.19	88.62	89.47	85.85		
Electric lamps.....	86.48	83.95	85.84	88.37	87.31	86.05	86.48	86.48	87.95	87.74	85.01	81.35	80.16	80.57	76.62		
Communication equipment.....	86.86	85.14	86.67	85.63	84.99	85.20	84.77	85.41	84.59	84.23	83.41	84.24	82.59	81.97	78.41		
Miscellaneous electrical products.....	90.64	90.01	88.34	86.86	85.39	86.65	87.08	89.82	94.87	89.86	84.86	85.89	83.18	85.03	81.61		
Transportation equipment.....	108.14	108.53	109.06	107.98	107.83	107.04	105.59	106.63	110.92	106.78	102.00	100.96	102.00	100.69	97.36		
Motor vehicles and equipment.....	109.87	111.10	111.22	111.76	111.34	109.47	106.93	109.06	117.82	110.70	100.04	98.43	99.82	99.96	98.40		
Aircraft and parts.....	107.45	106.78	107.98	105.71	105.67	105.01	105.67	105.82	105.82	104.19	104.09	104.04	104.04	101.91	96.76		
Ship and boat building and repairing.....	102.57	102.70	100.74	101.91	101.77	102.18	99.97	102.44	101.53	99.72	102.68	100.35	100.98	98.00	94.88		
Railroad equipment.....	109.85	111.38	113.42	108.60	109.30	107.17	104.22	103.09	106.74	104.18	96.75	97.99	97.94	100.70	100.80		
Other transportation equipment.....	91.27	86.43	90.23	90.47	89.23	89.64	88.99	87.23	85.82	79.38	83.24	85.03	83.35	82.74	79.59		
Average weekly hours																	
Electrical machinery.....	40.3	40.1	40.8	40.5	40.2	40.3	40.2	40.4	40.6	40.6	39.9	40.4	39.7	39.8	40.1		
Electrical generating, transmission, distribution, and industrial apparatus.....	40.6	40.6	41.2	40.8	40.5	40.4	40.3	40.2	40.7	40.4	40.0	40.1	39.7	39.7	40.5		
Electrical appliances.....	39.4	39.4	39.5	38.9	39.3	39.3	38.8	39.8	39.7	41.1	40.1	39.6	38.7	38.8	39.2		
Insulated wire and cable.....	40.4	41.4	42.7	42.3	42.2	41.6	42.1	42.6	43.4	42.2	42.2	42.0	40.5	41.4	41.5		
Electrical equipment for vehicles.....	38.2	40.2	40.7	40.5	40.6	41.6	41.6	42.0	42.8	41.3	34.6	40.6	38.7	38.9	39.2		
Electric lamps.....	40.6	39.6	40.3	41.1	40.8	40.4	40.6	40.6	41.1	41.0	40.1	39.3	39.1	39.3	39.7		
Communication equipment.....	40.4	39.6	40.5	40.2	39.9	40.0	39.8	40.1	39.9	40.3	40.1	40.5	39.9	39.6	39.8		
Miscellaneous electrical products.....	41.2	41.1	40.9	40.4	39.9	40.3	40.5	41.2	42.6	41.6	40.8	40.9	39.8	40.3	40.4		
Transportation equipment.....	40.2	40.8	41.0	40.9	41.0	40.7	40.3	40.7	41.7	40.6	40.0	39.6	40.0	39.8	40.4		
Motor vehicles and equipment.....	40.1	41.3	41.5	41.7	41.7	41.0	40.2	41.0	43.0	41.0	39.7	38.6	39.3	39.2	40.0		
Aircraft and parts.....	40.7	40.6	40.9	40.5	40.8	40.7	40.8	40.9	40.9	40.7	40.5	40.8	40.8	40.6	41.0		
Ship and boat building and repairing.....	39.0	39.2	39.2	39.5	39.6	39.3	38.6	39.4	39.2	38.8	39.8	39.2	39.6	39.2	39.7		
Railroad equipment.....	39.8	40.5	40.8	38.4	39.6	39.4	38.6	37.9	39.1	38.3	35.7	36.7	37.1	38.0	40.0		
Other transportation equipment.....	41.3	40.2	41.2	41.5	41.5	41.5	41.2	40.2	39.5	37.8	40.4	40.3	39.5	39.4	39.4		
Average hourly earnings																	
Electrical machinery.....	\$2.22	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.21	\$2.20	\$2.20	\$2.19	\$2.15	\$2.16	\$2.14	\$2.15	\$2.07		
Electrical generating, transmission, distribution, and industrial apparatus.....	2.32	2.33	2.33	2.31	2.30	2.30	2.29	2.29	2.30	2.29	2.27	2.26	2.25	2.26	2.19		
Electrical appliances.....	2.24	2.26	2.26	2.25	2.25	2.26	2.25	2.25	2.21	2.24	2.20	2.20	2.18	2.20	2.12		
Insulated wire and cable.....	2.06	2.10	2.09	2.09	2.08	2.10	2.09	2.09	2.12	2.11	2.10	2.10	2.08	2.08	2.05		
Electrical equipment for vehicles.....	2.34	2.35	2.37	2.38	2.38	2.42	2.40	2.39	2.40	2.40	2.22	2.32	2.29	2.30	2.19		
Electric lamps.....	2.13	2.12	2.13	2.15	2.14	2.13	2.13	2.13	2.14	2.14	2.12	2.07	2.05	2.05	1.93		
Communication equipment.....	2.15	2.15	2.14	2.13	2.13	2.13	2.13	2.13	2.12	2.09	2.08	2.08	2.07	2.07	1.97		
Miscellaneous electrical products.....	2.20	2.19	2.16	2.15	2.14	2.15	2.15	2.18	2.22	2.16	2.08	2.10	2.09	2.11	2.02		
Transportation equipment.....	2.69	2.66	2.66	2.64	2.63	2.63	2.62	2.62	2.66	2.63	2.55	2.55	2.55	2.53	2.41		
Motor vehicles and equipment.....	2.74	2.69	2.68	2.68	2.67	2.67	2.66	2.66	2.74	2.70	2.52	2.55	2.54	2.55	2.46		
Aircraft and parts.....	2.64	2.63	2.64	2.61	2.59	2.58	2.59	2.58	2.58	2.56	2.57	2.55	2.55	2.51	2.36		
Ship and boat building and repairing.....	2.63	2.62	2.57	2.58	2.57	2.60	2.59	2.60	2.59	2.57	2.58	2.56	2.55	2.50	2.39		
Railroad equipment.....	2.76	2.75	2.78	2.75	2.76	2.72	2.70	2.72	2.73	2.72	2.71	2.67	2.64	2.65	2.52		
Other transportation equipment.....	2.21	2.15	2.19	2.18	2.15	2.16	2.16	2.17	2.16	2.10	2.11	2.11	2.11	2.10	2.02		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
	Average weekly earnings														
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Instruments and related products.....	\$92.80	\$93.71	\$94.35	\$91.98	\$92.21	\$91.53	\$91.13	\$91.17	\$91.02	\$90.76	\$89.28	\$89.47	\$87.96	\$87.38	\$85.03
Laboratory, scientific, and engineering instruments.....	111.57	109.54	112.10	108.42	110.30	110.04	109.62	109.04	106.13	108.00	105.73	107.74	104.70	103.07	97.17
Mechanical measuring and controlling instruments.....	91.53	93.52	95.30	93.30	92.66	91.53	90.27	91.58	91.80	96.87	87.96	88.18	86.90	86.72	84.27
Optical instruments and lenses.....	94.25	93.30	90.05	90.35	88.29	88.48	89.76	88.70	92.64	94.82	93.95	93.50	91.24	88.61	85.22
Surgical, medical, and dental instruments.....	83.03	82.64	82.62	81.41	81.61	81.00	81.00	81.61	81.81	80.80	81.20	80.99	79.39	78.00	74.37
Ophthalmic goods.....	75.06	78.94	78.55	77.16	76.95	76.00	76.19	74.82	74.24	74.80	73.84	73.30	69.55	71.41	67.26
Photographic apparatus.....	103.89	105.32	105.32	103.63	102.47	101.96	102.47	100.37	100.37	99.80	98.58	97.44	97.20	97.53	94.00
Watches and clocks.....	77.97	77.01	77.42	75.46	76.23	75.65	76.02	76.61	75.83	75.81	76.38	75.24	73.52	73.71	72.15
<i>Miscellaneous manufacturing industries</i>															
Jewelry, silverware, and plated ware.....	77.14	75.60	76.95	76.57	76.57	75.60	75.39	75.79	75.95	75.14	74.56	74.19	72.68	73.26	72.22
Musical instruments and parts.....	80.26	75.17	77.87	78.47	78.09	77.33	77.27	76.89	81.98	82.70	80.33	76.67	74.34	75.70	74.07
Toys and sporting goods.....	89.16	85.24	86.93	86.88	87.51	88.78	87.94	88.15	92.88	88.58	88.81	87.33	85.65	83.79	83.03
Pens, pencils, other office supplies.....	68.73	67.69	67.69	68.38	68.95	68.64	67.55	69.56	67.55	68.16	68.40	67.37	66.52	66.91	65.09
Costume jewelry, buttons, notions.....	72.04	68.82	71.69	70.22	70.05	70.00	69.55	68.68	69.20	68.28	67.15	67.43	66.42	67.72	67.30
Fabricated plastics products.....	69.48	66.39	70.88	70.35	69.43	67.20	67.15	65.57	65.40	67.99	66.25	66.19	65.02	65.18	65.07
Other manufacturing industries.....	82.98	83.40	83.82	83.20	81.97	81.36	82.35	83.20	82.76	81.54	81.76	82.74	79.77	79.17	78.31
	80.39	79.79	81.00	79.40	79.20	78.41	78.01	78.80	77.41	76.42	76.22	76.24	75.46	76.04	74.64
Average weekly hours															
Instruments and related products.....	40.7	41.1	41.2	40.7	40.8	40.5	40.5	40.7	40.9	40.7	40.4	40.3	39.8	39.9	40.3
Laboratory, scientific, and engineering instruments.....	42.1	41.5	42.3	41.7	42.1	42.0	42.0	42.1	42.3	41.7	41.3	41.6	40.9	40.9	41.0
Mechanical measuring and controlling instruments.....	40.5	41.2	41.8	41.1	41.0	40.5	40.3	40.7	40.8	40.3	39.8	39.9	39.5	39.6	40.5
Optical instruments and lenses.....	40.8	41.1	40.2	40.7	40.5	40.4	40.8	40.5	42.3	43.1	42.9	42.5	41.1	40.6	40.2
Surgical, medical, and dental instruments.....	40.5	41.0	40.7	40.3	40.2	40.1	40.3	40.6	40.7	40.4	40.6	40.7	40.3	40.0	40.2
Ophthalmic goods.....	39.3	40.9	40.7	40.4	40.5	40.0	40.1	39.8	39.7	40.0	39.7	39.2	37.8	38.6	39.8
Photographic apparatus.....	40.9	41.3	41.3	40.8	40.5	40.3	40.5	40.8	40.8	40.9	40.4	40.1	40.0	40.3	40.6
Watches and clocks.....	40.4	39.9	39.7	39.3	39.3	39.4	39.8	39.9	39.7	39.9	40.2	39.6	38.9	39.0	39.0
<i>Miscellaneous manufacturing industries</i>															
Jewelry, silverware, and plated ware.....	40.6	40.0	40.5	40.3	40.3	40.0	40.1	40.1	40.4	40.4	40.3	40.1	39.5	39.6	39.9
Musical instruments and parts.....	41.8	40.2	41.2	41.3	41.1	40.7	41.1	40.9	42.7	43.3	42.5	41.0	40.4	40.7	40.7
Toys and sporting goods.....	40.9	40.4	41.2	40.6	40.7	41.1	40.9	41.0	42.8	41.2	41.5	41.0	40.4	39.9	40.5
Pens, pencils, other office supplies.....	39.5	38.9	38.9	39.3	39.4	39.0	38.6	39.3	38.6	39.4	40.0	39.4	38.9	38.9	39.1
Costume jewelry, buttons, notions.....	40.7	39.1	40.5	39.9	39.8	40.0	39.8	39.7	40.0	39.7	39.5	39.9	39.3	39.6	40.3
Fabricated plastics products.....	39.7	38.6	40.5	40.2	39.9	39.3	39.5	38.8	39.4	39.3	39.2	39.4	38.7	38.8	39.2
Other manufacturing industries.....	41.7	41.7	41.7	41.6	41.4	41.3	41.8	41.6	41.8	41.6	41.5	42.0	40.7	40.6	41.0
	40.6	40.3	40.5	39.9	40.0	39.8	39.8	40.0	39.9	39.8	39.7	39.5	39.1	39.4	39.7
Average hourly earnings															
Instruments and related products.....	\$2.28	\$2.28	\$2.29	\$2.26	\$2.26	\$2.26	\$2.25	\$2.24	\$2.24	\$2.23	\$2.21	\$2.22	\$2.21	\$2.19	\$2.11
Laboratory, scientific, and engineering instruments.....	2.65	2.63	2.65	2.60	2.62	2.62	2.61	2.59	2.58	2.59	2.56	2.59	2.56	2.52	2.37
Mechanical measuring and controlling instruments.....	2.26	2.27	2.28	2.27	2.26	2.26	2.24	2.25	2.25	2.23	2.21	2.21	2.20	2.19	2.13
Optical instruments and lenses.....	2.31	2.27	2.24	2.22	2.18	2.19	2.20	2.19	2.19	2.20	2.19	2.20	2.22	2.18	2.12
Surgical, medical, and dental instruments.....	2.05	2.04	2.03	2.02	2.03	2.02	2.01	2.01	2.01	2.00	2.00	1.99	1.97	1.95	1.85
Ophthalmic goods.....	1.91	1.93	1.93	1.91	1.90	1.90	1.90	1.88	1.87	1.87	1.86	1.87	1.84	1.85	1.69
Photographic apparatus.....	2.54	2.55	2.55	2.54	2.53	2.53	2.53	2.46	2.46	2.44	2.44	2.43	2.43	2.42	2.33
Watches and clocks.....	1.93	1.93	1.95	1.92	1.92	1.92	1.91	1.92	1.91	1.90	1.90	1.90	1.89	1.89	1.85
<i>Miscellaneous manufacturing industries</i>															
Jewelry, silverware, and plated ware.....	1.90	1.89	1.90	1.90	1.90	1.89	1.88	1.89	1.88	1.86	1.85	1.85	1.84	1.85	1.81
Musical instruments and parts.....	1.92	1.87	1.89	1.90	1.90	1.90	1.88	1.88	1.92	1.91	1.89	1.87	1.84	1.86	1.82
Toys and sporting goods.....	2.18	2.11	2.11	2.14	2.15	2.16	2.15	2.15	2.17	2.15	2.14	2.13	2.12	2.10	2.05
Pens, pencils, other office supplies.....	1.74	1.74	1.74	1.74	1.75	1.76	1.75	1.77	1.75	1.73	1.71	1.71	1.71	1.72	1.68
Costume jewelry, buttons, notions.....	1.77	1.76	1.77	1.76	1.76	1.75	1.75	1.73	1.73	1.72	1.70	1.69	1.69	1.71	1.67
Fabricated plastics products.....	1.75	1.72	1.75	1.75	1.74	1.71	1.70	1.69	1.66	1.73	1.69	1.68	1.68	1.68	1.66
Other manufacturing industries.....	1.99	2.00	2.01	2.00	1.98	1.97	1.97	2.00	1.98	1.96	1.97	1.97	1.96	1.95	1.91
	1.98	1.98	2.00	1.99	1.98	1.97	1.96	1.97	1.94	1.92	1.92	1.93	1.93	1.93	1.88

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Manufacturing—Continued															
Average weekly earnings															
Nondurable goods															
Food and kindred products.....	\$54.87	\$55.48	\$55.09	\$55.08	\$54.42	\$54.42	\$53.60	\$54.65	\$54.46	\$53.64	\$51.80	\$52.78	\$51.56	\$51.81	\$78.17
Meat products.....	95.06	95.53	94.60	94.54	93.37	93.77	91.73	95.65	95.63	97.44	93.25	93.94	90.87	91.08	87.08
Dairy products.....	85.11	87.56	87.77	86.11	84.25	84.89	83.43	84.44	83.40	82.59	82.76	84.16	83.73	81.90	77.83
Canning and preserving.....	71.21	66.62	66.42	67.42	60.38	68.32	67.55	66.55	64.98	62.15	65.73	71.06	69.47	66.13	53.57
Grain-mill products.....	94.37	93.49	92.38	90.30	88.20	90.94	90.09	92.84	92.63	91.57	91.94	92.53	90.37	89.79	83.80
Bakery products.....	83.21	84.25	84.25	83.43	80.99	81.40	81.80	80.19	81.20	79.80	80.00	79.80	79.79	79.00	75.76
Sugar.....	94.07	94.58	93.89	103.00	91.39	91.69	87.74	89.89	91.68	93.84	87.02	92.00	93.04	89.73	84.44
Confectionery and related products.....	69.87	69.92	70.27	69.34	67.84	66.61	67.20	67.59	67.43	66.30	66.80	69.55	68.45	66.30	64.45
Beverages.....	99.01	99.90	98.77	98.06	95.73	93.93	92.66	92.10	94.71	92.97	92.40	93.03	94.07	92.28	88.98
Miscellaneous food products.....	85.07	84.44	83.80	83.82	82.61	83.01	83.62	83.40	83.40	84.42	82.19	82.78	81.16	80.95	76.86
Tobacco manufactures.....	65.77	70.58	67.90	67.51	65.02	64.39	63.53	63.63	66.17	62.72	60.19	60.15	62.96	62.56	58.67
Cigarettes.....	87.44	87.31	80.60	81.41	77.42	77.22	77.41	79.95	85.17	80.73	76.57	76.98	79.87	77.55	73.60
Cigars.....	53.20	52.78	54.14	51.89	51.18	51.66	51.80	51.80	53.34	55.80	54.49	54.77	52.88	51.79	49.63
Tobacco and snuff.....	67.12	68.60	67.08	67.41	65.08	64.84	65.19	66.32	66.85	63.75	62.96	61.92	64.73	62.79	60.78
Tobacco stemming and redrying.....	50.15	59.19	60.64	62.95	58.46	54.02	51.30	50.14	52.77	44.14	47.36	48.62	49.28	49.92	45.13
Average weekly hours															
Food and kindred products.....	41.2	40.9	41.0	40.8	40.2	40.2	40.0	40.5	41.0	41.0	40.9	41.6	41.4	40.7	40.5
Meat products.....	40.8	41.0	40.6	40.4	39.9	39.2	39.2	40.7	41.4	42.0	40.9	41.2	40.3	40.3	40.5
Dairy products.....	41.6	42.3	42.4	41.8	41.5	41.6	41.3	41.8	41.7	41.5	41.8	42.3	42.5	42.0	42.3
Canning and preserving.....	41.4	38.9	39.3	39.2	39.2	38.6	38.6	38.2	38.0	37.9	40.2	42.3	42.1	39.6	39.0
Grain-mill products.....	44.1	44.1	44.2	43.0	42.2	43.1	42.9	44.0	43.9	43.4	44.2	44.7	44.3	43.8	43.4
Bakery products.....	40.2	40.7	40.7	40.5	39.7	40.1	40.1	39.7	40.2	39.9	40.2	40.1	40.3	40.1	40.3
Sugar.....	40.9	41.3	41.0	43.0	40.8	41.3	41.0	42.6	40.1	41.0	44.4	41.9	42.1	44.2	43.3
Confectionery and related products.....	39.7	39.5	39.7	39.4	39.0	38.5	39.3	39.7	39.9	39.7	40.0	41.4	40.5	39.7	36.5
Beverages.....	41.6	41.8	41.5	41.2	40.4	39.8	39.6	39.7	40.3	39.9	40.0	40.1	40.9	40.1	39.9
Miscellaneous food products.....	41.7	41.8	41.9	41.7	41.1	41.3	41.6	41.3	41.7	42.0	41.3	41.6	41.2	41.3	41.1
Tobacco manufactures.....	40.6	40.1	39.3	38.8	37.8	38.1	38.5	38.8	40.1	39.2	39.6	40.1	39.6	39.1	38.6
Cigarettes.....	43.5	42.8	40.5	40.5	39.3	39.4	39.9	41.0	42.8	41.4	40.3	40.2	41.6	40.6	40.0
Cigars.....	38.0	37.7	38.4	36.8	36.3	36.9	37.0	37.0	38.1	39.5	39.2	39.4	38.6	37.8	37.6
Tobacco and snuff.....	38.8	39.2	38.3	38.3	37.4	37.7	37.9	38.2	38.8	37.5	37.3	37.3	38.3	37.6	37.5
Tobacco stemming and redrying.....	39.8	37.7	37.9	39.1	37.0	37.0	38.0	37.7	38.8	35.6	39.8	41.2	38.2	38.7	38.2
Average hourly earnings															
Food and kindred products.....	\$2.06	\$2.09	\$2.09	\$2.10	\$2.10	\$2.10	\$2.09	\$2.09	\$2.06	\$2.04	\$2.00	\$1.99	\$1.97	\$2.01	\$1.95
Meat products.....	2.33	2.33	2.33	2.34	2.34	2.35	2.34	2.35	2.31	2.32	2.28	2.28	2.23	2.26	2.15
Dairy products.....	2.07	2.07	2.07	2.06	2.03	2.04	2.02	2.02	2.00	1.99	1.98	1.99	1.97	1.95	1.84
Canning and preserving.....	1.72	1.71	1.69	1.72	1.77	1.77	1.75	1.75	1.71	1.64	1.66	1.68	1.65	1.67	1.63
Grain-mill products.....	2.14	2.12	2.09	2.10	2.09	2.11	2.10	2.11	2.11	2.11	2.08	2.07	2.04	2.08	1.97
Bakery products.....	2.07	2.07	2.07	2.06	2.04	2.03	2.04	2.02	2.02	2.00	1.99	1.99	1.98	1.97	1.85
Sugar.....	2.30	2.29	2.29	2.36	2.24	2.22	2.14	2.11	1.83	1.84	1.96	2.21	2.21	2.03	1.95
Confectionery and related products.....	1.76	1.77	1.77	1.76	1.74	1.73	1.71	1.71	1.69	1.67	1.67	1.68	1.69	1.67	1.62
Beverages.....	2.38	2.39	2.38	2.38	2.37	2.36	2.34	2.32	2.35	2.33	2.31	2.32	2.30	2.30	2.23
Miscellaneous food products.....	2.04	2.02	2.00	2.01	2.01	2.01	2.01	2.00	2.00	2.01	1.99	1.99	1.97	1.96	1.87
Tobacco manufactures.....	1.62	1.76	1.73	1.74	1.73	1.69	1.65	1.64	1.65	1.60	1.52	1.50	1.59	1.60	1.52
Cigarettes.....	2.01	2.04	1.99	2.01	1.97	1.96	1.94	1.95	1.99	1.95	1.90	1.89	1.92	1.91	1.84
Cigars.....	1.40	1.40	1.41	1.41	1.41	1.40	1.40	1.40	1.40	1.40	1.39	1.39	1.37	1.37	1.32
Tobacco and snuff.....	1.73	1.75	1.75	1.76	1.74	1.72	1.72	1.71	1.71	1.70	1.68	1.66	1.69	1.67	1.62
Tobacco stemming and redrying.....	1.26	1.57	1.60	1.61	1.58	1.46	1.35	1.33	1.36	1.24	1.19	1.18	1.29	1.29	1.26

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Average weekly earnings															
Textile-mill products.....	\$64.87	\$63.83	\$64.46	\$63.83	\$63.27	\$63.43	\$61.66	\$60.89	\$61.10	\$61.26	\$60.95	\$59.95	\$59.19	\$58.29	\$58.35
Scouring and combing plants.....	69.29	75.16	75.85	73.87	73.05	70.29	68.30	70.82	66.62	65.45	64.88	65.90	67.42	64.96	64.32
Yarn and thread mills.....	60.35	59.45	60.35	59.45	59.20	58.25	56.52	55.70	56.26	56.12	55.13	54.46	53.76	52.36	52.72
Broad-woven fabric mills.....	65.05	63.71	64.02	63.55	62.42	62.17	59.98	59.09	59.54	59.42	58.98	57.96	57.38	56.26	56.70
Narrow fabrics and smallwares.....	64.96	65.69	66.98	66.65	66.65	64.31	64.21	63.27	63.34	62.49	61.31	61.69	60.45	60.37	60.80
Knitting mills.....	58.71	57.13	58.41	57.66	57.37	57.22	56.68	55.94	56.74	55.16	57.45	57.18	56.12	54.75	54.09
Dyeing and finishing textiles.....	70.85	70.45	74.22	72.24	71.99	72.50	70.81	67.98	69.39	69.06	69.64	67.32	66.58	66.53	66.99
Carpets, rugs, other floor coverings.....	81.71	82.91	79.78	81.71	81.31	83.03	82.99	82.41	81.79	81.37	81.61	80.41	77.99	77.30	74.70
Hats (except cloth and millinery).....	65.10	60.35	62.93	62.73	60.85	61.18	64.81	63.75	61.88	59.16	55.28	58.98	59.67	58.74	59.04
Miscellaneous textile goods.....	73.89	74.44	75.03	73.89	72.72	73.44	72.54	71.20	73.03	71.66	71.28	72.92	68.95	68.95	69.03
Apparel and other finished textile products.....	56.70	55.57	55.05	55.63	55.63	55.85	56.15	55.08	54.87	54.42	55.08	55.23	55.33	53.45	53.64
Men's and boys' suits and coats.....	67.44	64.18	65.65	65.84	64.06	63.18	63.88	63.36	62.65	61.60	61.41	63.01	62.30	60.87	63.01
Men's and boys' furnishings and work clothing.....	49.79	48.90	49.02	48.50	48.25	48.38	47.62	47.09	47.47	47.21	47.60	48.38	47.62	46.06	46.23
Women's outerwear.....	61.42	60.20	57.29	60.01	61.05	61.07	61.94	59.86	58.65	57.29	58.30	57.96	60.90	57.63	58.10
Women's, children's undergarments.....	52.03	50.09	51.15	50.68	50.74	51.66	50.92	49.66	50.14	52.40	52.30	50.86	49.68	49.59	48.91
Millinery.....	68.07	64.33	56.43	62.10	58.85	65.34	69.75	65.52	62.84	56.90	68.24	69.52	68.62	64.05	62.11
Children's outerwear.....	51.10	53.02	52.08	51.01	49.13	49.40	52.80	51.38	49.27	50.05	51.71	50.54	50.74	50.23	50.56
Miscellaneous apparel and accessories.....	53.82	52.59	52.97	51.69	52.26	51.97	52.45	52.73	53.30	52.97	53.48	52.82	50.74	50.76	49.90
Other fabricated textile products.....	58.45	59.28	60.13	59.44	60.60	59.97	59.06	59.03	58.59	59.06	57.91	59.14	57.45	56.85	56.70
Average weekly hours															
Textile-mill products.....	40.8	40.4	40.8	40.4	40.3	40.4	40.3	39.8	40.2	40.3	40.1	39.7	39.2	38.6	38.9
Scouring and combing plants.....	41.0	43.7	44.1	43.2	44.1	42.6	41.9	43.0	41.9	40.4	40.3	41.5	42.4	40.6	40.2
Yarn and thread mills.....	40.5	39.9	40.5	39.9	40.0	39.9	39.8	39.5	39.9	39.8	39.1	38.9	38.4	37.4	38.2
Broad-woven fabric mills.....	41.7	41.1	41.3	41.0	40.8	40.9	40.8	40.2	40.5	40.7	40.4	39.7	39.3	38.8	39.1
Narrow fabrics and smallwares.....	40.1	40.8	41.6	41.4	41.4	40.7	40.9	40.3	40.6	39.8	39.3	38.8	39.0	39.2	40.0
Knitting mills.....	39.4	38.6	39.2	38.7	38.5	38.4	38.3	37.8	38.6	39.3	39.1	38.9	38.7	37.5	37.3
Dyeing and finishing textiles.....	41.2	41.2	42.9	42.0	42.1	42.4	42.1	41.2	41.8	41.6	41.7	40.8	40.6	40.5	40.6
Carpets, rugs, other floor coverings.....	41.9	42.3	40.9	41.9	41.8	42.8	43.0	42.7	42.6	42.9	42.1	41.0	40.9	40.6	40.6
Hats (except cloth and millinery).....	37.2	35.5	36.8	36.9	35.8	36.2	37.9	37.5	36.4	34.8	33.3	34.9	35.1	35.6	36.0
Miscellaneous textile goods.....	40.6	40.9	41.0	40.6	40.4	40.8	40.3	40.0	40.8	40.2	40.5	41.2	39.4	39.4	39.9
Apparel and other finished textile products.....	37.3	36.8	36.7	36.6	36.6	36.5	36.7	36.0	36.1	35.8	36.0	36.1	36.4	35.4	36.0
Men's and boys' suits and coats.....	38.1	37.1	37.3	37.2	36.4	35.9	36.5	36.0	35.8	34.8	34.5	35.6	35.2	34.3	35.6
Men's and boys' furnishings and work clothing.....	38.6	38.2	38.3	37.6	37.4	37.5	37.2	36.5	36.8	36.6	36.9	37.5	37.2	36.0	36.4
Women's outerwear.....	35.3	35.0	34.1	35.3	35.7	35.3	35.6	34.8	34.5	33.5	33.7	33.5	35.2	34.1	35.0
Women's, children's undergarments.....	37.7	36.3	36.8	36.2	36.5	36.9	36.9	36.0	36.6	37.7	37.9	37.4	36.8	36.2	36.5
Millinery.....	36.4	34.4	31.7	29.6	32.5	36.5	37.3	36.2	35.5	32.7	36.3	36.4	36.5	35.0	35.9
Children's outerwear.....	36.5	37.6	37.2	36.7	35.6	35.8	37.5	36.7	35.7	36.8	37.2	36.1	36.5	36.4	36.9
Miscellaneous apparel and accessories.....	37.9	37.3	37.3	36.4	36.8	36.6	37.2	37.4	37.6	37.3	37.4	37.2	36.5	36.0	35.6
Other fabricated textile products.....	38.2	38.0	38.3	38.1	38.6	38.2	38.1	37.6	37.6	38.1	38.1	38.4	38.3	37.4	37.8
Average hourly earnings															
Textile-mill products.....	\$1.59	\$1.58	\$1.58	\$1.58	\$1.57	\$1.57	\$1.53	\$1.53	\$1.52	\$1.52	\$1.52	\$1.51	\$1.51	\$1.51	\$1.50
Scouring and combing plants.....	1.69	1.72	1.72	1.71	1.67	1.65	1.63	1.64	1.59	1.62	1.61	1.59	1.59	1.60	1.60
Yarn and thread mills.....	1.49	1.49	1.49	1.49	1.48	1.46	1.42	1.41	1.41	1.41	1.41	1.40	1.40	1.40	1.38
Broad-woven fabric mills.....	1.56	1.55	1.55	1.55	1.53	1.52	1.47	1.47	1.47	1.46	1.46	1.46	1.46	1.45	1.45
Narrow fabrics and smallwares.....	1.62	1.61	1.61	1.61	1.61	1.58	1.57	1.57	1.56	1.57	1.56	1.55	1.55	1.54	1.52
Knitting mills.....	1.49	1.48	1.49	1.49	1.49	1.49	1.48	1.48	1.47	1.48	1.47	1.47	1.45	1.46	1.45
Dyeing and finishing textiles.....	1.72	1.71	1.73	1.72	1.71	1.71	1.67	1.65	1.66	1.66	1.67	1.65	1.64	1.65	1.65
Carpets, rugs, other floor coverings.....	1.95	1.96	1.95	1.95	1.95	1.94	1.93	1.93	1.92	1.91	1.90	1.91	1.90	1.89	1.84
Hats (except cloth and millinery).....	1.75	1.70	1.71	1.70	1.70	1.69	1.71	1.70	1.70	1.70	1.68	1.69	1.70	1.65	1.64
Miscellaneous textile goods.....	1.82	1.82	1.83	1.82	1.80	1.80	1.80	1.78	1.79	1.78	1.76	1.77	1.75	1.75	1.73
Apparel and other finished textile products.....	1.52	1.51	1.50	1.52	1.52	1.53	1.53	1.53	1.52	1.52	1.53	1.53	1.52	1.51	1.49
Men's and boys' suits and coats.....	1.77	1.73	1.76	1.77	1.76	1.76	1.75	1.76	1.75	1.77	1.78	1.77	1.77	1.76	1.77
Men's and boys' furnishings and work clothing.....	1.29	1.28	1.28	1.29	1.29	1.29	1.28	1.29	1.29	1.29	1.29	1.29	1.28	1.28	1.27
Women's outerwear.....	1.74	1.72	1.68	1.70	1.71	1.73	1.74	1.72	1.70	1.71	1.73	1.73	1.73	1.69	1.66
Women's, children's undergarments.....	1.38	1.38	1.39	1.40	1.39	1.40	1.38	1.38	1.37	1.39	1.38	1.36	1.35	1.37	1.34
Millinery.....	1.87	1.87	1.78	1.76	1.81	1.79	1.87	1.81	1.77	1.74	1.88	1.91	1.88	1.83	1.73
Children's outerwear.....	1.40	1.41	1.40	1.39	1.38	1.38	1.40	1.40	1.38	1.36	1.39	1.40	1.39	1.38	1.37
Miscellaneous apparel and accessories.....	1.42	1.41	1.42	1.42	1.42	1.42	1.41	1.41	1.42	1.42	1.43	1.42	1.39	1.41	1.39
Other fabricated textile products.....	1.53	1.56	1.57	1.56	1.57	1.57	1.55	1.57	1.55	1.55	1.52	1.54	1.50	1.52	1.50

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958				Annual average		
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Manufacturing—Continued															
Average weekly earnings															
Nondurable goods—Continued															
Paper and allied products.....	\$95.68	\$95.03	\$94.60	\$93.82	\$92.87	\$92.06	\$92.01	\$91.58	\$91.16	\$90.95	\$91.88	\$91.28	\$90.53	\$88.53	\$84.29
Pulp, paper, and paperboard mills.....	104.52	104.78	102.75	101.64	100.74	100.07	99.89	99.62	99.39	98.72	98.75	99.20	98.31	96.10	94.18
Paperboard containers and boxes.....	90.31	87.78	87.99	87.67	86.11	86.74	85.28	85.08	85.07	86.09	86.50	86.09	85.68	82.41	79.00
Other paper and allied products.....	83.00	83.00	83.40	83.20	83.60	82.78	82.78	81.77	81.16	80.76	80.95	80.75	79.95	78.96	76.07
Printing, publishing, and allied industries.....	103.79	103.52	102.87	102.11	102.11	102.64	100.44	99.94	101.76	99.30	99.68	99.56	98.54	97.90	94.25
Newspapers.....	108.02	108.02	108.63	108.22	107.87	105.60	104.60	103.95	104.66	103.44	105.19	104.49	103.14	103.43	102.08
Periodicals.....	119.42	114.39	108.67	108.50	108.03	111.59	108.00	104.15	104.15	102.70	104.73	107.86	108.68	102.97	101.05
Books.....	94.25	90.23	90.62	90.00	90.06	90.52	87.98	88.88	87.58	86.46	87.42	88.33	88.26	85.80	84.25
Commercial printing.....	102.97	102.83	101.92	100.61	101.39	102.68	99.57	99.94	100.19	98.39	99.04	100.19	97.75	97.22	95.76
Lithographing.....	108.67	108.53	106.26	104.41	103.75	105.34	103.88	101.83	101.26	100.61	100.10	101.39	100.61	98.81	96.53
Greeting cards.....	69.14	69.50	70.02	69.09	70.10	71.21	70.25	71.55	68.68	68.60	65.77	65.09	64.09	67.03	64.18
Bookbinding and related industries.....	80.91	81.33	80.11	79.28	79.10	78.52	78.13	79.13	78.95	77.93	76.40	75.42	73.43	74.86	73.71
Miscellaneous publishing and printing services.....	115.62	116.43	115.28	116.70	115.12	117.09	116.19	113.45	113.62	113.78	112.42	110.70	112.86	110.75	110.75
Average weekly hours															
Paper and allied products.....	43.1	43.0	43.0	42.9	42.6	42.7	42.4	42.4	42.4	42.5	42.7	42.7	42.5	41.9	42.3
Pulp, paper, and paperboard mills.....	44.1	44.4	44.1	44.0	43.8	43.7	43.4	43.5	43.4	43.3	43.5	43.7	43.5	42.9	43.4
Paperboard containers and boxes.....	42.6	41.8	41.9	41.9	41.2	41.7	41.2	41.1	41.7	42.2	42.4	42.2	42.0	41.0	41.4
Other paper and allied products.....	41.5	41.5	41.7	41.6	41.8	41.6	41.6	41.3	41.2	41.2	41.3	41.2	41.0	40.7	40.9
Printing, publishing, and allied industries.....	38.3	38.2	38.1	38.1	38.1	38.3	37.9	38.0	38.4	37.9	37.9	38.0	37.9	37.8	38.5
Newspapers.....	35.3	35.3	35.5	35.6	35.6	35.2	35.2	35.0	35.4	35.5	35.3	35.3	35.2	35.3	35.8
Periodicals.....	41.9	41.0	40.1	39.3	39.5	40.4	39.7	39.3	39.3	38.9	39.6	39.8	40.4	39.3	40.1
Books.....	40.8	39.4	39.4	39.3	39.5	39.7	39.1	39.5	39.1	38.6	39.2	39.7	39.4	39.0	39.6
Commercial printing.....	39.3	39.4	39.2	39.3	39.3	39.5	39.2	39.5	39.6	39.2	39.3	39.6	39.1	39.2	39.9
Lithographing.....	40.1	39.9	39.5	39.4	39.3	39.6	39.2	38.9	39.4	39.3	39.1	39.3	39.3	38.9	39.4
Greeting cards.....	38.2	38.4	38.9	38.6	38.1	38.7	38.6	39.1	38.8	39.2	37.8	38.2	37.7	38.3	38.2
Bookbinding and related industries.....	38.9	39.1	38.7	38.3	38.4	38.3	38.3	38.6	38.7	38.2	38.2	37.9	38.6	38.6	38.0
Miscellaneous publishing and printing services.....	38.8	38.3	38.3	38.9	38.5	38.9	38.6	38.2	38.0	37.8	37.6	37.4	38.0	37.8	38.6
Average hourly earnings															
Paper and allied products.....	\$2.22	\$2.21	\$2.20	\$2.18	\$2.18	\$2.17	\$2.17	\$2.16	\$2.15	\$2.14	\$2.14	\$2.14	\$2.13	\$2.12	\$2.04
Pulp, paper, and paperboard mills.....	2.37	2.36	2.33	2.31	2.30	2.29	2.29	2.29	2.29	2.28	2.27	2.27	2.26	2.24	2.17
Paperboard containers and boxes.....	2.12	2.10	2.10	2.09	2.09	2.08	2.07	2.07	2.04	2.04	2.04	2.04	2.04	2.01	1.93
Other paper and allied products.....	2.00	2.00	2.00	2.00	2.00	1.99	1.99	1.98	1.97	1.96	1.96	1.96	1.95	1.94	1.86
Printing, publishing, and allied industries.....	2.71	2.71	2.70	2.68	2.68	2.68	2.65	2.63	2.65	2.62	2.63	2.62	2.60	2.59	2.50
Newspapers.....	3.06	3.06	3.06	3.04	3.03	3.00	2.98	2.97	3.01	2.97	2.98	2.96	2.93	2.93	2.85
Periodicals.....	2.85	2.79	2.71	2.71	2.75	2.76	2.67	2.65	2.65	2.64	2.67	2.71	2.69	2.62	2.52
Books.....	2.31	2.29	2.30	2.29	2.28	2.28	2.25	2.25	2.24	2.24	2.23	2.23	2.24	2.20	2.13
Commercial printing.....	2.62	2.61	2.60	2.58	2.58	2.58	2.54	2.53	2.53	2.51	2.52	2.53	2.50	2.48	2.40
Lithographing.....	2.71	2.72	2.69	2.65	2.64	2.66	2.65	2.61	2.57	2.56	2.56	2.56	2.56	2.54	2.45
Greeting cards.....	1.81	1.81	1.80	1.79	1.84	1.84	1.82	1.83	1.77	1.75	1.74	1.73	1.70	1.75	1.68
Bookbinding and related industries.....	2.08	2.08	2.07	2.07	2.06	2.05	2.04	2.05	2.04	2.04	2.00	1.99	1.98	1.97	1.89
Miscellaneous publishing and printing services.....	2.98	3.04	3.01	3.00	2.99	3.01	3.01	2.97	2.99	3.01	2.99	2.96	2.97	2.93	2.87

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958					Annual average	
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957		
Average weekly earnings																	
Manufacturing—Continued																	
<i>Nondurable goods—Continued</i>																	
Chemicals and allied products.....	\$100.53	\$100.28	\$100.43	\$99.42	\$98.18	\$97.88	\$97.64	\$97.00	\$97.70	\$96.82	\$96.94	\$95.94	\$95.24	\$94.48	\$91.46	\$94.94	
Industrial inorganic chemicals.....	111.78	111.64	111.22	110.27	109.18	108.24	108.26	108.09	106.25	107.01	106.97	107.42	106.41	104.70	100.04	104.70	
Industrial organic chemicals.....	107.12	106.86	106.91	105.83	103.98	103.73	103.57	103.73	103.57	103.07	101.91	102.25	100.85	100.04	96.93	100.04	
Drugs and medicines.....	88.80	89.28	90.17	89.51	88.70	88.94	88.73	88.54	87.29	86.24	85.63	85.41	85.88	82.82		82.82	
Soap, cleaning and polishing preparations.....	107.33	108.17	104.55	103.38	103.07	104.74	104.74	101.50	105.67	102.09	102.18	105.00	104.16	100.86	96.17		
Paints, pigments, and fillers.....	98.29	98.36	98.88	100.01	99.78	97.23	95.47	95.47	97.11	95.76	94.02	94.76	94.58	93.25	89.38	94.58	
Gum and wood chemicals.....	84.00	95.40	84.40	84.38	83.36	80.56	80.16	81.54	81.71	80.77	79.90	80.64	80.26	80.45	78.20	80.26	
Fertilizers.....	77.10	75.26	78.38	81.90	81.36	75.16	76.64	76.64	75.66	75.29	73.23	75.54	72.92	74.03	71.83	75.54	
Vegetable and animal oils and fats.....	87.00	87.03	87.20	85.34	83.42	82.80	82.40	83.28	82.70	83.08	83.44	81.91	83.18	82.21	78.67	83.18	
Miscellaneous chemicals.....	91.53	91.76	92.03	91.62	91.21	90.98	89.42	88.62	89.06	89.10	87.64	86.98	86.98	87.02	84.03	86.98	
Products of petroleum and coal.....	115.30	118.78	117.79	117.67	118.20	118.24	114.86	113.70	111.35	112.46	110.15	112.33	110.29	110.97	108.39	110.97	
Petroleum refining.....	117.41	121.60	120.39	121.58	122.29	121.18	119.77	117.55	114.86	116.28	113.48	116.00	113.08	114.90	112.88	116.28	
Coke, other petroleum and coal products.....	109.98	109.48	108.20	105.41	104.30	108.46	90.04	101.71	96.60	99.60	98.98	101.02	100.85	97.28	96.00	98.98	
Rubber products.....	105.88	107.10	98.74	101.46	101.57	103.74	101.09	100.28	102.66	98.09	97.27	97.51	96.80	92.59	91.53	101.53	
Tires and inner tubes.....	129.06	128.74	108.53	126.13	128.98	122.96	118.98	117.55	121.40	115.75	113.24	113.40	113.96	106.04	104.82	106.04	
Rubber footwear.....	79.95	78.60	81.58	79.58	73.05	79.79	80.59	78.20	78.01	77.22	77.01	76.62	77.18	76.62	73.47	77.18	
Other rubber products.....	93.21	95.40	94.98	92.18	90.03	93.02	91.96	91.27	92.60	88.54	88.78	89.21	86.24	84.59	82.62	88.78	
Average weekly hours																	
Chemicals and allied products.....	41.2	41.1	41.5	41.6	41.3	41.2	41.1	41.4	41.2	41.0	41.0	40.7	40.8	40.9	41.2	41.2	
Industrial inorganic chemicals.....	41.4	41.5	41.5	41.2	41.0	41.2	41.1	41.7	41.0	40.6	41.0	40.7	40.7	40.9	41.0	41.0	
Industrial organic chemicals.....	41.2	41.1	41.6	41.1	41.0	41.1	41.0	41.1	40.9	40.6	40.9	40.6	40.6	40.5	40.9	40.9	
Drugs and medicines.....	40.0	40.4	40.8	40.5	40.8	40.7	40.8	40.8	40.6	40.3	40.2	40.1	40.9	40.7	40.8	40.8	
Soap, cleaning and polishing preparations.....	41.6	40.3	41.0	40.9	41.4	41.4	40.6	42.1	41.0	41.2	42.0	42.0	40.9	41.0	41.1	41.1	
Paints, pigments, and fillers.....	41.3	41.5	41.9	42.1	41.2	40.8	40.8	41.5	41.1	40.7	41.2	41.3	41.7	40.9	41.0	41.0	
Gum and wood chemicals.....	42.0	42.7	42.2	42.1	41.1	40.9	41.6	41.9	41.0	41.4	42.0	41.8	42.2	41.9	42.5	42.5	
Fertilizers.....	41.9	40.9	42.6	47.3	43.7	43.3	43.3	41.8	42.3	42.5	42.2	41.2	40.8	42.3	42.3	42.3	
Vegetable and animal oils and fats.....	43.5	43.3	43.6	43.0	42.9	43.6	44.3	44.7	45.9	46.1	43.8	43.1	43.2	44.2	44.7	44.7	
Miscellaneous chemicals.....	40.5	40.6	40.9	40.9	40.8	40.1	40.1	40.3	40.5	40.2	39.9	39.9	39.6	40.1	40.4	40.4	
Products of petroleum and coal.....	40.6	41.1	40.9	40.9	41.2	40.3	40.9	40.2	40.6	40.2	40.7	40.4	41.0	40.5	40.9	40.9	
Petroleum refining.....	39.8	40.6	40.4	40.9	40.8	40.6	41.1	40.3	40.8	40.1	40.7	40.1	41.0	40.6	40.9	40.9	
Coke, other petroleum and coal products.....	43.3	42.6	42.3	40.9	42.7	39.3	40.2	40.0	40.0	40.4	40.9	41.5	41.1	40.2	41.2	41.2	
Rubber products.....	42.4	42.5	40.3	41.8	42.0	41.6	41.1	41.9	40.7	40.7	40.8	40.5	39.1	39.4	40.5	40.5	
Tires and inner tubes.....	43.6	43.2	36.8	42.9	42.4	41.6	41.1	42.3	40.9	40.3	40.5	40.7	38.9	38.7	40.5	40.5	
Rubber footwear.....	41.0	40.1	41.2	39.7	40.3	40.7	39.9	39.8	39.6	39.9	39.7	40.2	39.4	39.7	39.5	39.5	
Other rubber products.....	41.8	42.4	42.4	41.3	41.9	41.8	41.3	41.9	40.8	41.1	41.3	40.3	39.3	39.9	40.7	40.7	
Average hourly earnings																	
Chemicals and allied products.....	\$2.44	\$2.44	\$2.42	\$2.36	\$2.37	\$2.37	\$2.36	\$2.36	\$2.35	\$2.34	\$2.34	\$2.34	\$2.33	\$2.31	\$2.22	\$2.22	
Industrial inorganic chemicals.....	2.70	2.69	2.68	2.65	2.64	2.63	2.63	2.62	2.61	2.61	2.62	2.59	2.57	2.56	2.44	2.44	
Industrial organic chemicals.....	2.60	2.60	2.57	2.53	2.53	2.52	2.53	2.52	2.52	2.51	2.50	2.49	2.48	2.47	2.37	2.37	
Drugs and medicines.....	2.22	2.21	2.21	2.19	2.18	2.18	2.17	2.17	2.15	2.14	2.13	2.13	2.12	2.11	2.03	2.03	
Soap, cleaning and polishing preparations.....	2.58	2.56	2.55	2.52	2.53	2.53	2.50	2.51	2.49	2.48	2.50	2.48	2.45	2.46	2.34	2.34	
Paints, pigments, and fillers.....	2.38	2.37	2.36	2.37	2.36	2.34	2.34	2.34	2.33	2.31	2.30	2.29	2.30	2.28	2.18	2.18	
Gum and wood chemicals.....	2.00	2.00	2.00	1.98	1.96	1.96	1.96	1.95	1.97	1.93	1.92	1.92	1.93	1.92	1.84	1.84	
Fertilizers.....	1.84	1.84	1.84	1.72	1.72	1.77	1.77	1.81	1.78	1.77	1.79	1.77	1.80	1.75	1.69	1.69	
Vegetable and animal oils and fats.....	2.00	2.01	2.00	1.94	1.93	1.89	1.88	1.85	1.81	1.81	1.87	1.93	1.95	1.86	1.76	1.76	
Miscellaneous chemicals.....	2.26	2.26	2.25	2.23	2.23	2.23	2.21	2.21	2.20	2.18	2.18	2.18	2.16	2.17	2.08	2.08	
Products of petroleum and coal.....	2.84	2.89	2.88	2.80	2.87	2.85	2.78	2.77	2.77	2.74	2.76	2.73	2.76	2.74	2.65	2.65	
Petroleum refining.....	2.95	3.00	2.98	2.96	2.97	2.95	2.86	2.85	2.85	2.83	2.85	2.82	2.86	2.83	2.70	2.70	
Coke, other petroleum and coal products.....	2.54	2.57	2.56	2.55	2.54	2.52	2.53	2.49	2.49	2.45	2.47	2.43	2.42	2.42	2.33	2.33	
Rubber products.....	2.49	2.52	2.45	2.43	2.47	2.43	2.44	2.45	2.41	2.39	2.39	2.39	2.35	2.35	2.26	2.26	
Tires and inner tubes.....	2.96	2.98	2.96	2.89	2.90	2.86	2.86	2.87	2.83	2.81	2.80	2.80	2.74	2.74	2.63	2.63	
Rubber footwear.....	1.95	1.96	1.98	1.84	1.98	1.98	1.96	1.96	1.95	1.93	1.93	1.92	1.91	1.93	1.86	1.86	
Other rubber products.....	2.23	2.25	2.24	2.18	2.22	2.20	2.21	2.21	2.17	2.16	2.16	2.14	2.11	2.12	2.03	2.03	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Average weekly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products.....	\$60.64	\$60.90	\$61.50	\$60.54	\$59.57	\$60.80	\$62.08	\$62.56	\$61.22	\$59.63	\$58.46	\$57.99	\$58.19	\$57.78	\$57.00
Leather: tanned, curried, and finished.....	80.52	79.70	80.94	81.56	81.58	80.77	80.88	81.89	83.03	81.19	79.58	79.79	78.19	78.30	76.64
Industrial leather belting and packing.....	82.17	79.56	83.38	82.74	82.80	82.99	76.76	78.69	78.65	80.16	80.54	78.21	76.82	76.62	77.27
Boot and shoe cut stock and findings.....	57.30	58.05	58.74	57.91	55.87	56.47	58.52	58.98	59.04	57.22	55.05	54.45	55.35	56.02	55.42
Footwear (except rubber).....	58.50	59.21	59.44	58.03	56.78	58.81	60.37	60.76	58.67	56.21	55.08	54.93	55.57	54.87	55.13
Luggage.....	65.34	65.11	65.63	65.02	65.40	64.18	63.92	63.82	66.08	66.19	65.01	66.57	66.07	68.46	62.48
Handbags and small leather goods.....	56.60	56.60	54.54	53.57	54.52	56.26	58.25	56.02	56.30	56.42	55.68	54.96	55.30	55.54	53.68
Gloves and miscellaneous leather goods.....	53.25	51.61	51.66	50.92	51.43	51.85	51.10	51.89	51.71	51.01	50.87	49.62	50.40	50.40	49.59
Transportation and public utilities:															
Transportation:															
Interstate railroads.....	107.35	108.28	104.90	106.09	105.00	109.39	105.66	107.35	104.19	103.82	103.39	100.94	101.80	94.24	94.24
Class I railroads.....	95.90	95.47	95.92	95.04	93.95	92.87	92.65	92.44	92.66	91.16	90.53	90.74	90.95	90.52	88.85
Local railways and buslines.....	86.07	86.29	85.02	84.20	82.56	81.79	82.47	80.81	81.06	82.97	81.51	81.12	79.90	78.72	76.05
Communication:	97.13	95.79	96.64	97.33	94.62	93.98	93.98	93.98	93.18	92.51	93.41	93.63	91.78	90.06	87.36
Telephone.....	106.19	106.04	105.37	103.68	103.79	104.04	103.80	103.32	103.57	103.57	102.66	101.84	101.02	100.37	98.30
Telegraph.....	107.42	107.53	106.60	104.60	105.37	104.86	104.70	103.63	103.89	103.73	103.22	102.66	102.59	101.43	97.06
Other public utilities:	99.06	98.74	98.49	97.61	95.84	96.80	97.27	98.06	98.06	98.71	97.41	96.12	94.60	94.53	90.13
Gas and electric utilities.....	110.00	110.42	110.54	107.07	108.12	108.02	108.80	107.83	108.47	107.01	106.49	105.98	103.94	103.63	97.10
Electric light and power utilities.....															
Gas utilities.....															
Electric light and gas utilities combined.....															
Average weekly hours															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products.....	37.9	38.3	38.2	37.6	37.0	38.0	38.8	39.1	38.5	37.5	37.0	36.7	37.3	36.8	37.4
Leather: tanned, curried, and finished.....	38.9	38.5	39.1	39.4	39.6	39.4	39.5	39.7	40.5	39.8	39.2	39.5	38.9	39.0	39.3
Industrial leather belting and packing.....	41.5	40.8	41.9	42.0	42.0	43.0	40.4	41.2	41.7	40.9	41.3	39.5	38.6	39.7	41.1
Boot and shoe cut stock and findings.....	37.7	38.7	38.9	38.1	37.0	37.4	38.5	38.8	39.1	37.4	36.7	36.3	36.9	37.1	37.7
Footwear (except rubber).....	37.5	38.2	38.1	37.2	36.4	37.7	38.7	39.2	38.1	36.5	36.0	35.9	36.8	36.1	37.0
Luggage.....	39.6	39.7	39.3	38.7	38.7	38.2	37.6	37.4	39.1	39.4	39.4	40.1	39.8	38.0	38.3
Handbags and small leather goods.....	38.5	38.5	37.1	36.9	37.6	38.8	39.9	38.9	39.1	40.7	40.4	37.9	38.4	38.3	37.8
Gloves and miscellaneous leather goods.....	37.5	36.6	36.9	36.9	37.0	37.3	36.5	36.8	37.2	36.7	36.6	35.7	36.0	36.0	35.3
Transportation and public utilities:															
Transportation:															
Interstate railroads.....	43.2	42.6	42.8	41.3	42.1	41.5	42.4	41.6	42.6	40.7	42.6	42.2	41.2	41.6	41.7
Class I railroads.....	43.2	43.2	43.6	43.2	42.9	42.6	42.5	42.6	42.9	42.6	42.5	42.4	42.9	42.7	43.2
Local railways and buslines.....	39.3	39.4	39.0	38.8	38.4	38.4	38.9	38.3	38.6	39.7	39.0	39.0	38.6	38.4	39.0
Communication:	42.6	42.2	42.2	42.5	41.5	41.4	41.4	41.4	41.6	41.3	41.7	41.8	42.1	41.5	41.8
Telephone.....	41.0	41.1	41.0	40.5	40.7	40.8	40.9	41.0	41.1	41.1	40.9	40.9	40.9	40.8	40.9
Telegraph.....	41.0	41.2	41.0	40.7	41.0	40.8	40.9	40.8	40.9	41.0	40.8	40.9	41.2	40.9	41.3
Other public utilities:	40.6	40.8	40.7	40.5	40.1	40.5	40.7	41.2	41.2	41.3	41.1	40.9	40.6	40.7	40.6
Gas and electric utilities.....	41.2	41.2	41.4	40.1	40.8	41.1	41.1	41.0	41.4	41.0	40.8	40.9	40.6	40.8	40.8
Electric light and power utilities.....															
Gas utilities.....															
Electric light and gas utilities combined.....															
Average hourly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products.....	\$1.60	\$1.59	\$1.61	\$1.61	\$1.61	\$1.60	\$1.60	\$1.60	\$1.59	\$1.59	\$1.58	\$1.58	\$1.56	\$1.57	\$1.54
Leather: tanned, curried, and finished.....	2.07	2.07	2.07	2.07	2.06	2.05	2.04	2.05	2.05	2.04	2.03	2.02	2.01	2.01	1.95
Industrial leather belting and packing.....	1.98	1.95	1.99	1.97	1.93	1.93	1.90	1.91	1.91	1.96	1.95	1.98	1.94	1.93	1.88
Boot and shoe cut stock and findings.....	1.52	1.50	1.51	1.52	1.51	1.51	1.52	1.52	1.51	1.53	1.50	1.50	1.50	1.51	1.47
Footwear (except rubber).....	1.56	1.55	1.56	1.56	1.56	1.56	1.56	1.55	1.54	1.54	1.53	1.53	1.51	1.52	1.49
Luggage.....	1.65	1.64	1.67	1.68	1.69	1.68	1.70	1.70	1.69	1.68	1.65	1.66	1.66	1.67	1.63
Handbags and small leather goods.....	1.47	1.47	1.47	1.46	1.45	1.45	1.46	1.44	1.44	1.46	1.45	1.45	1.44	1.45	1.42
Gloves and miscellaneous leather goods.....	1.42	1.41	1.40	1.38	1.39	1.39	1.40	1.41	1.39	1.39	1.39	1.39	1.40	1.40	1.37
Transportation and public utilities:															
Transportation:															
Interstate railroads.....	2.52	2.53	2.54	2.52	2.53	2.53	2.58	2.54	2.52	2.56	2.43	2.48	2.46	2.44	2.36
Class I railroads.....	2.22	2.21	2.20	2.20	2.19	2.18	2.18	2.17	2.16	2.14	2.13	2.14	2.12	2.12	2.05
Local railways and buslines.....	2.19	2.19	2.18	2.17	2.15	2.13	2.12	2.11	2.10	2.09	2.09	2.08	2.07	2.05	1.95
Communication:	2.28	2.27	2.29	2.29	2.28	2.27	2.27	2.27	2.24	2.24	2.24	2.24	2.18	2.17	2.09
Telephone.....	2.59	2.58	2.57	2.56	2.55	2.55	2.54	2.52	2.52	2.52	2.51	2.49	2.47	2.46	2.33
Telegraph.....	2.62	2.61	2.60	2.57	2.57	2.57	2.56	2.54	2.54	2.53	2.53	2.51	2.49	2.48	2.35
Other public utilities:	2.44	2.42	2.42	2.41	2.39	2.39	2.39	2.38	2.38	2.39	2.37	2.35	2.33	2.33	2.22
Gas and electric utilities.....	2.67	2.68	2.67	2.67	2.65	2.65	2.64	2.63	2.62	2.61	2.61	2.59	2.56	2.54	2.38
Electric light and power utilities.....															
Gas utilities.....															
Electric light and gas utilities combined.....															

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Average weekly earnings															
Wholesale and retail trade:															
Wholesale trade	\$91.13	\$91.76	\$91.13	\$90.27	\$80.42	\$80.24	\$88.00	\$88.44	\$88.48	\$88.22	\$87.85	\$88.66	\$87.64	\$87.02	\$84.42
Retail trade (except eating and drinking places)	68.32	68.68	67.79	66.70	66.33	65.95	65.95	66.29	64.68	64.47	64.81	64.98	66.18	64.77	62.48
General merchandise stores	49.28	49.07	48.72	47.54	47.47	47.40	47.13	48.23	48.68	45.90	46.65	46.92	47.52	46.85	44.85
Department stores and general mail-order houses	55.03	54.82	54.72	53.55	53.55	53.15	52.70	54.01	55.13	51.41	52.50	52.65	53.25	52.60	50.26
Food and liquor stores	71.04	72.18	70.29	69.14	68.78	68.97	69.62	68.43	68.24	68.97	68.42	68.44	69.38	67.52	65.50
Automotive and accessories dealers	59.32	60.20	60.41	59.12	58.44	58.72	58.04	57.07	55.36	53.90	53.22	53.47	54.73	53.22	53.22
Apparel and accessories stores	52.75	52.65	52.55	51.79	51.26	49.88	51.41	52.40	52.98	50.76	50.91	50.86	50.69	50.81	49.13
Other retail trade:															
Furniture and appliance stores	77.38	77.15	75.95	75.12	73.51	72.51	72.92	73.75	76.38	74.05	73.81	72.98	73.57	72.31	71.23
Lumber and hardware supply stores	81.75	81.70	80.70	80.51	79.71	78.12	76.41	76.78	76.49	77.70	79.24	79.18	78.94	77.04	74.69
Finance, insurance, and real estate:															
Banks and trust companies ³	68.07	68.06	67.69	68.25	68.06	68.25	67.34	67.14	67.48	67.30	66.93	66.57	66.38	66.57	64.21
Security dealers and exchanges	116.93	120.43	123.72	126.01	131.40	124.67	124.46	122.71	123.49	121.46	115.41	108.04	107.55	106.88	98.77
Insurance carriers	86.77	86.57	85.91	85.24	85.33	85.37	84.95	84.59	84.36	83.45	82.97	83.19	83.49	82.97	80.73
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴	47.91	47.44	47.32	46.92	46.82	46.12	46.28	45.66	46.40	45.49	45.65	45.09	44.91	45.20	43.82
Personal services:															
Laundries	45.45	46.22	46.92	47.27	46.28	45.70	44.85	45.20	44.69	44.23	44.92	44.80	44.80	44.30	43.27
Cleaning and dyeing plants	51.65	51.92	54.70	55.48	53.72	51.82	50.49	51.98	51.32	51.86	52.80	51.34	49.48	50.82	50.57
Motion pictures:															
Motion-picture production and distribution	114.55	108.26	103.15	104.80	105.02	105.12	103.23	101.29	104.29	101.44	102.32	100.62	97.67	98.65	99.48
Average weekly hours															
Wholesale and retail trade:															
Wholesale trade	40.5	40.6	40.5	40.3	40.1	40.2	40.0	40.2	40.4	40.1	40.3	40.3	40.2	40.1	40.2
Retail trade (except eating and drinking places)	38.6	38.8	38.3	37.9	37.9	37.9	37.9	38.1	38.5	37.7	37.9	38.0	38.7	38.1	38.1
General merchandise stores	35.2	35.3	34.8	34.2	34.4	34.6	34.4	34.7	36.6	34.0	34.3	34.5	35.2	34.7	34.5
Department stores and general mail-order houses	35.5	35.6	35.3	35.0	35.0	35.2	34.9	35.3	37.5	34.5	35.0	35.1	35.5	35.3	34.9
Food and liquor stores	37.0	37.4	36.8	36.2	36.2	36.3	36.4	36.4	36.3	36.3	36.2	36.6	37.3	36.3	36.8
Automotive and accessories dealers	44.0	44.0	44.1	43.9	44.0	43.8	43.9	44.2	44.0	43.7	43.5	43.7	43.9	43.8	43.8
Apparel and accessories stores	35.4	35.1	34.8	34.3	34.4	33.7	34.5	34.7	35.8	34.3	34.4	34.6	35.2	34.8	34.6
Other retail trade:															
Furniture and appliance stores	41.6	41.7	41.5	41.5	41.3	41.2	41.2	41.2	42.2	41.6	41.7	41.7	41.8	41.8	41.9
Lumber and hardware supply stores	42.8	43.0	42.7	42.6	42.4	42.0	41.3	41.5	41.8	42.0	42.6	42.8	42.9	42.1	42.2
Finance, insurance, and real estate:															
Banks and trust companies ³	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.3	37.7	37.6	37.6	37.4	37.5	37.4	-----
Security dealers and exchanges	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Insurance carriers	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴	40.6	40.2	40.1	40.1	40.1	40.1	39.9	39.7	40.0	39.9	40.4	39.9	40.1	40.0	40.3
Personal services:															
Laundries	39.7	39.5	40.1	40.4	39.9	39.4	39.0	39.3	39.2	38.8	39.4	39.3	39.3	39.2	39.7
Cleaning and dyeing plants	37.7	37.9	39.7	40.2	39.5	38.1	37.4	38.5	38.3	38.7	39.4	38.6	37.2	38.5	38.9
Motion pictures:															
Motion-picture production and distribution	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Average hourly earnings															
Wholesale and retail trade:															
Wholesale trade	\$2.25	\$2.26	\$2.25	\$2.24	\$2.23	\$2.22	\$2.26	\$2.20	\$2.19	\$2.20	\$2.18	\$2.20	\$2.18	\$2.17	\$2.10
Retail trade (except eating and drinking places)	1.77	1.77	1.77	1.76	1.75	1.74	1.74	1.74	1.68	1.71	1.71	1.71	1.71	1.70	1.64
General merchandise stores	1.40	1.39	1.40	1.39	1.38	1.37	1.37	1.39	1.33	1.35	1.36	1.36	1.35	1.35	1.30
Department stores and general mail-order houses	1.55	1.54	1.55	1.53	1.53	1.51	1.51	1.53	1.47	1.49	1.50	1.50	1.50	1.49	1.44
Food and liquor stores	1.92	1.93	1.91	1.91	1.90	1.90	1.91	1.88	1.88	1.90	1.89	1.87	1.86	1.86	1.78
Automotive and accessories dealers	2.03	2.05	2.05	2.03	2.01	1.98	1.96	1.97	1.94	1.92	1.90	1.91	1.93	1.90	1.90
Apparel and accessories stores	1.49	1.50	1.51	1.51	1.49	1.48	1.49	1.51	1.48	1.48	1.48	1.47	1.44	1.46	1.42
Other retail trade:															
Furniture and appliance stores	1.86	1.85	1.83	1.81	1.78	1.76	1.77	1.79	1.81	1.78	1.77	1.75	1.76	1.73	1.70
Lumber and hardware supply stores	1.91	1.90	1.89	1.89	1.88	1.86	1.85	1.85	1.83	1.85	1.86	1.85	1.84	1.83	1.77
Finance, insurance, and real estate:															
Banks and trust companies ³	1.82	1.81	1.81	1.82	1.81	1.82	1.82	1.80	1.79	1.79	1.78	1.78	1.77	1.78	-----
Security dealers and exchanges	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Insurance carriers	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴	1.18	1.18	1.18	1.17	1.16	1.15	1.16	1.15	1.16	1.14	1.13	1.13	1.12	1.13	1.08
Personal services:															
Laundries	1.17	1.17	1.17	1.17	1.16	1.16	1.15	1.15	1.14	1.14	1.14	1.14	1.14	1.13	1.09
Cleaning and dyeing plants	1.37	1.37	1.38	1.38	1.36	1.36	1.35	1.35	1.34	1.34	1.34	1.33	1.33	1.32	1.30
Motion pictures:															
Motion-picture production and distribution	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

¹ For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

² Preliminary.

³ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

⁴ Data relate to domestic nonsupervisory employees except messengers.

⁵ Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

⁶ Money payments only; additional value of board, room, uniforms, and tips not included.

Source: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads (see footnote 3).

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1959								1958					Annual average	
	Aug. ²	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
	Average overtime hours ³														
Manufacturing.....	3.0	2.7	2.9	2.7	2.6	2.6	2.4	2.3	2.6	2.6	2.4	2.4	2.3	2.0	2.4
Durable goods.....	3.0	2.7	3.0	2.8	2.6	2.6	2.4	2.3	2.7	2.6	2.4	2.3	2.1	1.9	2.4
Ordinance and accessories.....	2.1	2.1	2.2	2.1	1.9	2.0	1.8	2.1	2.2	2.3	2.2	2.4	2.1	2.0	2.0
Lumber and wood products.....	4.2	3.5	3.7	3.7	3.3	3.3	3.0	2.9	3.0	3.4	3.6	3.7	3.5	2.9	2.8
Furniture and fixtures.....	3.4	2.8	2.7	2.4	2.3	2.6	2.5	2.6	3.1	2.7	3.0	3.0	2.6	2.1	2.3
Stone, clay, and glass products.....	3.9	3.6	3.6	3.8	3.5	3.2	2.9	2.8	3.0	3.3	3.3	3.4	3.2	2.8	3.1
Primary metal industries.....	2.9	2.4	3.1	2.9	2.7	2.5	2.3	2.1	2.0	1.8	1.6	1.7	1.4	1.3	2.0
Fabricated metal products.....	3.3	3.0	3.3	3.0	2.7	2.5	2.3	2.2	2.8	2.6	2.7	2.6	2.5	2.1	2.8
Machinery (except electrical).....	2.9	2.9	3.2	3.0	2.9	2.7	2.4	2.2	2.2	2.1	1.8	1.8	1.5	1.7	2.6
Electrical machinery.....	2.4	2.1	2.3	2.1	1.8	2.0	2.1	2.0	2.3	2.2	2.0	2.2	1.6	1.5	1.9
Transportation equipment.....	2.7	2.6	2.8	2.6	2.6	2.5	2.3	2.2	3.8	3.3	2.8	2.0	2.1	1.9	2.4
Instruments and related products.....	2.2	2.4	2.2	2.0	2.0	1.9	1.9	1.9	2.1	2.0	1.8	1.8	1.5	1.5	2.0
Miscellaneous manufacturing.....	2.8	2.4	2.7	2.5	2.5	2.4	2.3	2.4	2.7	2.6	2.6	2.4	2.1	2.1	2.3
Nondurable goods.....	2.9	2.8	2.7	2.6	2.5	2.6	2.4	2.4	2.6	2.5	2.5	2.6	2.4	2.2	2.4
Food and kindred products.....	3.5	3.4	3.4	3.2	2.8	2.8	2.9	3.0	3.2	3.4	3.2	3.5	3.2	3.0	3.1
Tobacco manufactures.....	1.6	1.8	1.5	1.2	.7	.9	.7	.9	1.9	1.3	1.0	1.3	1.6	1.3	1.2
Textile-mill products.....	3.3	3.1	3.3	3.0	3.0	3.0	2.9	2.6	2.9	3.0	2.8	2.5	2.3	2.1	2.2
Apparel and other finished textile products.....	1.7	1.4	1.4	1.4	1.4	1.4	1.4	1.1	1.3	1.3	1.3	1.3	1.3	1.1	1.1
Paper and allied products.....	4.9	4.7	4.6	4.6	4.4	4.5	4.4	4.2	4.3	4.4	4.5	4.5	4.4	3.9	4.3
Printing and publishing.....	3.1	2.9	2.8	2.7	2.8	2.9	2.4	2.4	2.9	2.5	2.7	2.7	2.6	2.5	3.0
Chemicals and allied products.....	2.6	2.4	2.4	2.6	2.7	2.3	2.2	2.1	2.2	2.1	2.2	2.2	2.1	2.0	2.2
Products of petroleum and coal.....	2.1	2.3	1.7	1.6	1.8	1.9	1.3	1.7	1.4	1.5	1.5	1.8	1.7	1.5	1.9
Rubber products.....	4.8	4.8	3.9	3.9	3.7	4.0	3.7	3.2	3.8	2.8	2.8	3.0	3.0	2.3	2.8
Leather and leather products.....	1.2	1.3	1.3	1.2	1.1	1.5	1.8	2.0	1.6	1.4	1.4	1.2	1.2	1.1	1.3
Average hourly earnings excluding overtime ⁴															
Manufacturing.....	\$2.12	\$2.16	\$2.16	\$2.16	\$2.16	\$2.15	\$2.13	\$2.13	\$2.12	\$2.11	\$2.08	\$2.08	\$2.07	\$2.08	\$2.01
Durable goods.....	2.27	2.31	2.32	2.32	2.31	2.31	2.29	2.29	2.28	2.28	2.23	2.24	2.23	2.23	2.14
Ordinance and accessories.....	2.48	2.49	2.49	2.49	2.46	2.46	2.47	2.47	2.48	2.44	2.44	2.43	2.42	2.42	2.28
Lumber and wood products.....	1.90	1.89	1.90	1.88	1.87	1.84	1.81	1.83	1.86	1.85	1.87	1.86	1.83	1.82	1.75
Furniture and fixtures.....	1.76	1.77	1.78	1.76	1.76	1.75	1.74	1.74	1.73	1.73	1.73	1.73	1.73	1.73	1.70
Stone, clay, and glass products.....	2.12	2.13	2.12	2.12	2.12	2.12	2.10	2.09	2.08	2.06	2.08	2.07	2.05	2.04	1.98
Primary metal industries.....	2.55	2.73	2.74	2.74	2.74	2.73	2.71	2.70	2.68	2.69	2.68	2.67	2.65	2.61	2.44
Fabricated metal products.....	2.29	2.29	2.29	2.29	2.28	2.28	2.27	2.26	2.26	2.24	2.21	2.22	2.22	2.21	2.11
Machinery (except electrical).....	2.41	2.41	2.41	2.41	2.40	2.40	2.39	2.38	2.37	2.36	2.34	2.34	2.33	2.33	2.23
Electrical machinery.....	2.16	2.17	2.16	2.16	2.16	2.16	2.15	2.15	2.14	2.13	2.10	2.10	2.10	2.11	2.02
Transportation equipment.....	2.60	2.57	2.57	2.56	2.55	2.55	2.55	2.55	2.54	2.53	2.48	2.49	2.48	2.47	2.35
Instruments and related products.....	2.22	2.22	2.23	2.21	2.21	2.21	2.20	2.19	2.18	2.17	2.17	2.17	2.17	2.15	2.06
Miscellaneous manufacturing.....	1.83	1.84	1.84	1.84	1.84	1.84	1.83	1.84	1.82	1.81	1.79	1.79	1.80	1.80	1.76
Nondurable goods.....	1.93	1.95	1.94	1.94	1.94	1.93	1.92	1.92	1.91	1.90	1.89	1.89	1.88	1.89	1.83
Food and kindred products.....	1.97	2.00	2.01	2.02	2.03	2.03	2.02	2.02	1.98	1.96	1.93	1.91	1.89	1.94	1.86
Tobacco manufactures.....	1.59	1.72	1.70	1.72	1.70	1.67	1.63	1.62	1.62	1.58	1.50	1.48	1.55	1.57	1.60
Textile-mill products.....	1.82	1.82	1.82	1.82	1.82	1.81	1.81	1.81	1.81	1.81	1.81	1.81	1.81	1.81	1.81
Apparel and other finished textile products.....	1.49	1.48	1.48	1.49	1.49	1.50	1.50	1.51	1.49	1.49	1.50	1.50	1.49	1.49	1.47
Paper and allied products.....	2.10	2.10	2.08	2.07	2.07	2.06	2.06	2.06	2.05	2.04	2.03	2.03	2.03	2.02	1.94
Printing and publishing.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Chemicals and allied products.....	2.37	2.37	2.35	2.32	2.29	2.30	2.30	2.30	2.30	2.29	2.27	2.28	2.28	2.25	2.16
Products of petroleum and coal.....	2.77	2.82	2.82	2.82	2.82	2.80	2.81	2.73	2.72	2.72	2.69	2.70	2.67	2.69	2.59
Rubber products.....	2.36	2.38	2.34	2.30	2.33	2.35	2.33	2.35	2.34	2.33	2.31	2.31	2.30	2.28	2.18
Leather and leather products.....	1.88	1.87	1.88	1.88	1.88	1.87	1.87	1.86	1.86	1.86	1.85	1.86	1.84	1.88	1.82

¹ For comparability of data with those published in issues prior to August 1948, see footnote 1, table A-2.

² Preliminary.

³ Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premium were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1954.

⁴ Derived by assuming that overtime hours are paid at the rate of time and one-half.

⁵ Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities ¹

[1947-49=100]

Activity	1959										1958				Annual average	
	Sept. ¹	Aug. ³	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Man-hours															
Total.....	102.2	103.1	104.0	105.7	102.5	99.9	97.5	94.4	94.8	96.7	98.5	97.8	99.6	94.3	105.6	
Mining.....	56.8	60.9	66.9	71.4	68.8	66.5	65.6	66.0	67.7	69.8	68.4	68.0	68.3	67.9	81.4	
Contract construction.....	134.0	145.5	140.1	138.9	129.2	119.0	103.7	92.0	99.7	105.7	123.8	135.3	136.1	118.2	127.3	
Manufacturing.....	100.7	99.9	101.3	103.3	100.9	99.4	98.7	96.6	95.9	97.3	96.9	94.5	95.5	92.6	104.1	
Durable goods.....	108.47	101.9	108.0	111.7	109.3	107.1	105.3	102.1	101.4	102.3	101.2	98.0	98.6	95.9	112.9	
Ordinance and accessories.....	328.1	317.9	322.0	325.0	327.9	325.6	320.3	320.2	327.4	330.1	317.0	297.0	305.0	303.0	339.4	
Lumber and wood products.....	80.81	84.8	83.2	84.4	79.8	75.7	73.6	69.3	70.9	74.5	76.3	80.0	79.8	72.7	76.6	
Furniture and fixtures.....	112.9	111.6	108.0	108.2	105.8	104.9	105.7	105.4	104.2	105.3	105.3	106.4	105.1	97.2	103.9	
Stone, clay and glass products.....	110.4	110.2	108.9	110.0	106.9	103.8	100.3	94.5	93.6	96.4	98.6	97.9	101.9	94.7	104.5	
Primary metal industries.....	59.7	61.5	98.4	109.6	107.2	105.2	102.3	97.4	93.9	92.4	90.0	86.2	85.3	88.7	105.4	
Fabricated metal products.....	111.5	109.6	110.5	115.3	112.6	109.7	107.6	104.9	105.5	107.9	107.2	102.5	107.0	101.1	115.9	
Machinery (except electrical).....	102.0	101.4	102.5	105.6	103.5	100.7	99.3	96.1	92.9	91.1	87.9	85.6	84.9	88.9	111.0	
Electrical machinery.....	137.9	133.5	139.7	132.4	128.5	125.9	123.5	124.6	124.6	124.9	124.7	116.1	120.0	118.9	134.0	
Transportation equipment.....	122.2	114.2	123.1	125.4	125.9	121.0	124.5	121.0	123.6	125.7	121.5	99.1	108.7	111.6	117.5	
Instruments and related products.....	119.4	117.2	116.9	118.7	114.7	113.4	112.5	111.0	109.7	110.3	109.6	107.9	106.5	105.4	101.2	
Miscellaneous manufacturing.....	108.0	105.5	98.6	101.2	98.9	97.2	95.5	93.7	91.0	94.4	90.3	100.9	98.9	92.7	101.5	
Non-durable goods.....	97.5	97.5	93.2	93.2	90.9	90.1	90.8	90.0	89.4	91.2	91.7	92.6	94.0	88.7	93.7	
Food and kindred products.....	96.4	96.5	96.9	84.4	79.5	77.1	76.0	73.5	70.9	82.2	86.2	91.4	98.1	84.2	86.4	
Tobacco manufactures.....	101.5	90.9	67.0	68.2	66.5	68.1	73.0	76.0	82.7	82.7	82.7	92.1	95.8	77.7	80.8	
Textile-mill products.....	76.2	76.2	74.2	75.9	74.4	73.8	73.7	72.9	71.7	73.0	73.7	72.9	71.8	69.2	74.7	
Apparel and other finished textile products.....	107.0	109.1	102.6	104.2	102.7	102.8	105.4	105.3	109.8	101.3	100.3	100.7	101.2	96.8	102.0	
Paper and allied products.....	116.4	114.5	113.5	114.4	112.3	111.0	110.5	109.6	109.5	110.3	111.4	112.0	112.2	108.0	113.9	
Printing and publishing.....	114.7	113.0	111.4	111.7	111.4	111.3	111.4	109.3	109.0	111.5	109.7	110.2	110.0	109.0	112.4	
Chemicals and allied products.....	105.5	104.0	102.5	103.6	105.0	103.3	103.0	101.0	100.3	100.7	100.3	100.3	99.2	99.2	106.2	
Products of petroleum and coal.....	82.1	81.2	86.1	86.8	86.4	80.3	87.2	80.2	83.7	82.4	83.9	81.6	85.0	84.2	91.1	
Rubber products.....	110.0	108.3	108.6	99.2	90.8	92.4	106.2	104.0	102.8	104.3	100.0	99.4	96.2	92.0	104.8	
Leather and leather products.....	90.6	94.7	94.5	94.0	90.1	88.5	92.8	95.1	94.9	93.3	89.5	85.9	86.8	86.0	90.8	
Payrolls																
Mining.....	96.6	106.5	115.4	110.7	106.5	105.3	106.2	108.0	109.4	106.8	105.0	105.0	105.5	104.9	124.3	
Contract construction.....	255.6	244.4	240.0	223.3	205.8	179.9	100.5	174.7	184.4	212.2	231.4	232.9	230.5	207.1	207.1	
Manufacturing.....	167.9	165.0	170.2	174.4	169.6	167.0	165.1	160.4	158.2	160.4	158.4	152.5	155.7	148.7	162.7	

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers.

² Preliminary.

TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars ¹

Item	1959								1958					Annual average	
	Aug. ¹	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1958	1957
Manufacturing															
Gross average weekly earnings:															
Current dollars.....	\$88.70	\$89.65	\$91.17	\$90.32	\$89.87	\$89.24	\$88.00	\$87.38	\$88.04	\$86.58	\$85.17	\$85.39	\$84.35	\$83.50	\$82.39
1947-49 dollars.....	71.07	71.78	73.23	72.84	72.53	72.14	71.14	70.58	71.17	69.88	68.85	69.03	68.19	67.61	68.54
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars.....	72.23	72.97	74.15	73.49	73.14	72.65	71.69	71.20	72.10	70.93	69.80	69.97	69.14	68.46	67.57
1947-49 dollars.....	57.88	58.42	59.56	59.27	59.03	58.73	57.95	57.51	58.29	57.25	56.43	56.56	55.89	55.43	56.21
Worker with 3 dependents:															
Current dollars.....	79.75	80.50	81.71	81.03	80.68	80.18	79.19	78.70	79.60	78.41	77.25	77.43	76.58	75.88	74.97
1947-49 dollars.....	63.90	64.45	65.63	65.35	65.12	64.82	64.02	63.57	64.35	63.28	62.45	62.59	61.91	61.44	62.37

¹ See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

² Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50-54).

TABLE D-1. Consumer Price Index¹—All-city average: All items, groups, subgroups, and special groups of items

[1947-49=100]

Group	1956										1958			Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957
All items.....	125.2	124.8	124.9	124.5	124.0	123.9	123.7	123.7	123.8	123.7	123.9	123.7	123.7	123.5	120.2
Food ²	118.7	118.3	119.4	118.9	117.7	117.6	117.7	118.2	119.0	118.7	119.4	119.7	120.3	120.8	118.4
Food at home.....	116.2	115.7	116.6	115.2	115.3	115.3	115.5	116.1	117.1	116.8	117.6	118.0	118.7	118.8	115.8
Cereals and bakery products.....	134.1	134.0	134.4	134.2	134.5	134.1	134.1	133.8	133.9	134.0	134.0	133.9	133.5	133.1	130.5
Meats, poultry, and fish.....	110.4	109.9	112.0	111.6	111.6	111.5	111.3	112.6	113.8	113.0	113.5	114.6	115.8	115.1	105.2
Dairy products.....	115.5	114.1	113.3	112.3	112.6	112.9	113.8	114.0	114.1	114.3	114.5	114.5	114.1	112.5	111.8
Fruits and vegetables.....	124.1	123.6	120.8	124.5	125.6	123.6	120.7	121.2	121.7	120.1	121.1	121.0	120.7	127.1	118.6
Other foods at home ³	107.6	106.2	105.7	102.3	102.8	104.7	107.3	108.1	109.9	110.7	112.6	113.2	115.2	112.4	112.9
Housing ⁴	129.7	129.3	129.0	128.9	128.8	128.7	128.7	128.5	128.2	128.2	128.0	127.9	127.9	127.7	125.8
Rent.....	140.0	139.8	139.6	139.5	139.3	139.3	139.1	139.0	138.8	138.7	138.4	138.3	138.2	137.7	135.2
Gas and electricity.....	121.6	120.1	119.5	119.3	118.7	118.2	118.5	118.5	118.2	118.2	118.1	118.1	118.0	117.0	113.0
Solid fuels and fuel oil.....	135.0	133.9	134.0	133.9	135.3	138.7	140.3	140.0	138.9	137.0	135.8	135.6	135.2	134.9	137.4
Housefurnishings.....	104.0	103.6	104.0	104.1	103.7	103.8	103.8	103.8	103.2	103.6	103.5	103.4	103.6	103.9	104.6
Household operation.....	135.2	134.6	134.8	133.9	133.8	133.8	133.7	133.1	133.1	132.8	132.6	132.4	132.2	131.4	127.5
Apparel.....	109.0	108.0	107.5	107.3	107.3	107.0	107.0	106.7	106.7	107.5	107.7	107.3	107.1	107.0	106.9
Men's and boys'.....	109.2	108.8	108.3	108.1	108.2	108.0	107.8	107.8	108.0	108.4	108.5	107.9	108.3	108.6	109.0
Women's and girls'.....	100.5	98.8	98.8	98.8	99.0	99.0	98.8	98.7	100.2	100.6	100.2	99.6	99.1	99.2	96.2
Footwear.....	137.9	137.3	135.2	134.5	133.5	132.4	132.0	131.3	130.8	130.4	130.3	130.1	130.1	129.8	127.9
Other apparel ⁵	92.9	92.5	92.3	91.8	92.1	91.9	91.8	91.7	91.7	92.3	92.3	91.8	92.0	92.0	92.1
Transportation.....	146.4	146.7	146.3	145.9	145.4	145.3	144.9	144.3	144.1	144.3	144.5	142.7	141.3	140.5	136.0
Private.....	135.3	135.5	135.2	134.9	134.5	134.4	134.0	133.3	133.1	133.3	133.6	131.8	130.4	129.7	125.8
Public.....	194.9	194.9	194.2	192.7	192.7	192.6	192.0	191.8	191.8	191.8	191.1	190.4	189.8	188.0	178.8
Medical care.....	152.2	151.4	151.0	150.6	150.2	149.6	149.2	149.0	148.0	147.6	147.4	147.1	146.3	144.6	138.0
Personal care.....	132.1	131.7	131.3	131.1	130.7	130.0	129.7	129.8	129.4	129.0	129.1	128.8	128.7	128.6	124.4
Reading and recreation.....	119.6	119.1	119.1	118.1	117.8	117.7	117.3	117.1	117.0	116.9	117.0	116.6	116.6	116.7	112.2
Other goods and services.....	131.5	131.1	130.8	129.2	128.4	128.2	127.3	127.4	127.3	127.3	127.3	127.2	127.1	127.2	125.8
Special groups:															
All items less food.....	128.7	128.2	127.9	127.5	127.3	127.1	126.9	126.7	126.4	126.5	126.5	126.0	125.8	125.5	122.8
All items less shelter.....	122.9	122.4	122.7	122.2	121.6	121.5	121.4	121.4	121.5	121.5	121.7	121.5	121.5	121.2	117.8
All commodities less food.....	115.7	115.3	115.1	114.7	114.5	114.5	114.4	114.2	114.0	114.4	114.5	113.9	113.5	113.4	112.3
All commodities.....	117.0	116.6	117.0	116.6	115.9	115.9	115.9	116.0	116.2	116.3	116.6	116.4	116.4	116.3	112.6
Nondurables ⁶	118.8	118.3	118.7	118.2	117.4	117.4	117.4	117.6	117.8	117.8	118.2	118.4	118.7	118.5	115.5
Nondurables less food.....	119.3	118.6	118.1	117.8	117.5	117.5	117.4	117.1	116.7	117.0	117.1	117.2	117.2	116.9	116.1
Nondurables less food and apparel.....	128.2	127.8	127.3	126.8	126.3	126.6	126.4	126.1	125.4	125.4	125.5	125.0	125.0	125.6	124.2
Durables ⁷	112.8	112.8	113.1	112.8	112.7	112.6	112.5	112.2	112.4	112.9	112.8	111.2	110.3	110.5	108.8
Durables less cars.....	103.1	103.0	103.5	103.3	103.4	103.3	103.2	103.2	103.1	103.2	103.1	103.0	103.1	103.4	102.7
All services ⁸	146.9	146.3	145.8	145.4	145.2	144.8	144.4	144.2	143.9	143.5	143.4	143.1	143.0	142.4	137.7
All services less rent.....	148.7	148.1	147.5	147.1	146.9	146.4	145.9	145.7	145.4	145.0	144.8	144.5	144.4	143.8	138.6
Household operation services, gas, and electricity.....	136.2	135.1	134.6	134.3	134.1	133.9	133.8	133.3	133.2	133.0	132.8	132.6	132.4	131.4	127.4
Transportation services.....	181.7	181.3	180.9	179.3	179.7	179.1	178.4	178.2	176.2	176.0	175.6	175.4	174.1	163.9	
Medical care services.....	157.9	157.0	156.5	156.1	155.8	155.2	154.2	154.0	152.7	152.4	152.0	151.8	151.2	149.2	142.2
Other services.....	132.6	132.2	131.6	131.4	131.2	130.6	130.2	130.0	129.9	129.8	129.8	129.4	129.4	129.6	126.0

¹ The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-family. Data for 46 large, medium-size, and small cities are combined for the all-city average.

² In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³ Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴ In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵ Includes yard goods, diapers, and miscellaneous items.

⁶ Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

⁷ Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁸ Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index ¹—All items and food indexes, by city

[1947-49 = 100]																
City	1950										1958				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
All Items																
All-city average ¹	125.2	124.8	124.9	124.5	124.0	123.9	123.7	123.7	123.8	123.7	123.9	123.7	123.7	123.5	120.2	
Atlanta, Ga.	126.0	(7)	(7)	125.5	(7)	(7)	124.3	(7)	(7)	124.4	(7)	(7)	124.6	124.5	121.4	
Baltimore, Md.	127.5	(7)	(7)	126.6	(7)	(7)	126.4	(7)	(7)	125.5	(7)	(7)	124.8	124.5	121.0	
Boston, Mass.	(7)	(7)	125.6	(7)	(7)	125.1	(7)	(7)	125.4	(7)	(7)	(7)	125.4	124.8	121.2	
Chicago, Ill.	129.2	128.3	128.3	127.7	127.4	127.4	127.2	127.1	127.1	127.0	127.4	127.3	127.4	127.0	123.3	
Cincinnati, Ohio	123.6	(7)	(7)	123.1	(7)	(7)	122.2	(7)	(7)	122.4	(7)	(7)	122.5	122.3	119.6	
Cleveland, Ohio	(7)	125.8	(7)	(7)	125.3	(7)	(7)	124.8	(7)	(7)	124.5	(7)	(7)	124.8	122.1	
Detroit, Mich.	124.8	123.7	124.4	123.4	123.4	123.5	123.2	123.3	123.3	123.3	124.4	123.3	123.8	123.9	122.2	
Houston, Tex.	(7)	124.8	(7)	(7)	124.1	(7)	(7)	124.1	(7)	(7)	124.2	(7)	(7)	123.6	121.5	
Kansas City, Mo.	(7)	(7)	126.0	(7)	(7)	125.5	(7)	(7)	124.5	(7)	(7)	124.9	(7)	124.1	121.1	
Los Angeles, Calif.	127.8	127.5	127.6	127.0	126.8	126.6	126.6	126.7	126.5	126.5	126.5	125.9	126.0	125.4	121.2	
Minneapolis, Minn.	(7)	(7)	125.4	(7)	(7)	125.1	(7)	(7)	125.3	(7)	(7)	124.5	(7)	124.3	121.1	
New York, N.Y.	123.5	123.0	123.5	122.5	122.1	122.0	121.7	121.7	121.8	121.3	121.7	121.5	121.4	121.1	117.6	
Philadelphia, Pa.	125.8	124.4	124.2	124.0	123.2	123.6	123.4	123.3	123.4	123.5	123.5	123.3	123.4	123.1	120.8	
Pittsburgh, Pa.	(7)	(7)	125.7	(7)	(7)	124.5	(7)	(7)	124.4	(7)	(7)	124.5	(7)	124.0	120.2	
Portland, Ore.	(7)	(7)	126.1	(7)	(7)	125.3	(7)	(7)	124.2	(7)	(7)	124.5	(7)	124.4	121.7	
St. Louis, Mo.	126.4	(7)	(7)	126.3	(7)	(7)	126.0	(7)	(7)	125.7	(7)	(7)	125.3	124.7	121.2	
San Francisco, Calif.	130.8	(7)	(7)	129.4	(7)	(7)	129.0	(7)	(7)	127.9	(7)	(7)	128.4	127.5	123.1	
Scranton, Pa.	(7)	121.2	(7)	(7)	120.0	(7)	(7)	120.3	(7)	(7)	120.7	(7)	(7)	120.2	116.9	
Seattle, Wash.	(7)	128.9	(7)	(7)	127.9	(7)	(7)	126.9	(7)	(7)	126.0	(7)	(7)	125.8	123.1	
Washington, D.C.	(7)	122.0	(7)	(7)	121.8	(7)	(7)	121.3	(7)	(7)	121.5	(7)	(7)	121.1	118.3	
Food																
All-city average ²	118.7	118.3	119.4	118.9	117.7	117.6	117.7	118.2	119.0	118.7	119.4	119.7	120.3	120.3	115.4	
Atlanta, Ga.	116.5	116.4	117.0	117.1	115.6	115.7	114.9	115.5	116.2	115.7	116.5	117.6	118.4	118.0	113.3	
Baltimore, Md.	118.8	118.3	119.4	118.6	117.0	117.3	117.2	117.4	118.8	118.8	119.5	120.2	120.3	120.9	116.8	
Boston, Mass.	119.8	119.0	118.9	118.4	117.5	117.3	118.3	118.8	118.7	118.9	119.2	119.9	120.0	119.7	115.0	
Chicago, Ill.	116.8	116.1	117.1	116.4	115.2	115.2	115.4	115.2	115.7	115.1	116.3	116.7	117.7	117.3	112.9	
Cincinnati, Ohio	119.2	118.2	119.9	119.3	117.7	118.1	117.8	119.1	120.2	119.4	120.3	121.9	122.8	122.1	117.3	
Cleveland, Ohio	114.2	113.8	114.6	114.6	114.1	114.3	114.2	114.3	115.1	115.3	116.1	116.1	117.0	117.2	113.4	
Detroit, Mich.	118.1	116.8	118.0	118.7	116.9	117.2	117.0	117.7	118.6	118.5	119.6	119.3	120.3	121.1	117.3	
Houston, Tex.	114.1	114.4	114.9	114.4	114.6	114.7	115.6	116.0	116.4	116.7	116.5	116.8	117.3	117.0	113.1	
Kansas City, Mo.	112.6	112.4	112.9	113.1	111.5	111.6	111.6	112.1	113.4	113.2	113.8	113.6	113.6	114.4	111.5	
Los Angeles, Calif.	123.7	122.7	123.3	123.6	122.9	123.1	123.4	123.8	124.1	123.9	124.3	123.0	123.3	123.3	117.9	
Minneapolis, Minn.	118.0	117.5	119.2	118.8	117.5	118.1	(7)	117.7	118.3	117.8	117.7	117.8	118.1	118.6	114.2	
New York, N.Y.	120.9	120.0	122.4	120.0	119.2	119.5	119.3	119.9	120.7	119.1	121.0	121.1	121.3	120.9	115.0	
Philadelphia, Pa.	122.0	120.9	121.9	121.3	119.3	120.2	120.4	120.8	121.7	121.8	122.3	122.9	123.3	123.1	118.5	
Pittsburgh, Pa.	120.7	119.5	120.5	120.8	119.4	118.7	118.8	119.8	120.6	119.6	120.6	121.6	121.9	121.8	116.8	
Portland, Ore.	121.2	121.2	121.6	121.8	120.0	119.2	119.4	120.3	120.9	121.5	120.8	120.5	121.6	120.7	117.0	
St. Louis, Mo.	118.7	117.8	119.1	119.7	118.7	118.7	118.7	119.2	120.2	119.9	120.2	120.5	122.4	121.2	116.3	
San Francisco, Calif.	122.8	122.0	122.2	123.0	122.3	122.2	122.8	122.7	123.0	122.8	123.8	122.9	123.9	123.1	117.8	
Scranton, Pa.	116.4	115.1	117.3	116.6	114.8	114.4	114.8	115.8	116.4	116.1	117.1	117.5	118.2	118.4	112.7	
Seattle, Wash.	120.8	120.8	121.4	121.6	120.7	120.2	119.6	119.9	121.1	121.2	120.8	120.8	122.5	121.3	117.1	
Washington, D.C.	119.5	118.9	120.5	119.5	118.5	118.5	118.9	118.8	120.1	119.3	119.8	121.1	121.7	121.6	116.9	

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.

³ All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

⁴ Not available.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

[1947-49=100, unless otherwise specified]

Commodity group	1959										1968						Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1968	1967			
All commodities.....	119.6	119.1	119.5	119.7	119.9	120.0	119.6	119.5	119.5	119.2	119.2	119.0	119.1	119.2	117.6			
Farm products and processed foods.....	98.6	96.7	98.2	99.2	99.5	100.0	99.3	99.6	100.4	99.9	101.0	101.4	102.4	103.1	98.5			
Farm products.....	88.9	87.1	88.4	89.0	90.8	92.4	90.8	91.1	91.5	90.6	92.1	92.3	93.1	94.9	90.9			
Fresh and dried fruits and vegetables.....	103.1	92.8	98.5	100.0	107.0	114.2	93.0	105.9	102.5	96.2	99.1	101.5	97.9	112.0	103.6			
Grains.....	76.2	77.7	78.2	78.2	78.6	79.7	77.7	77.7	76.1	78.1	75.3	76.8	76.1	75.5	84.1			
Livestock and live poultry.....	82.1	83.1	84.8	89.5	90.6	91.9	91.1	88.4	90.3	87.6	90.1	88.4	91.5	92.5	90.8			
Plant and animal fibers.....	95.6	95.7	100.0	101.0	101.9	101.0	99.5	99.1	99.4	99.6	100.6	100.7	101.1	101.5	104.0			
Fluid milk.....	96.0	94.4	92.2	90.6	90.2	91.9	98.5	95.5	95.7	96.2	98.0	96.2	95.8	94.6	96.0			
Eggs.....	85.4	90.8	85.4	85.5	81.4	84.8	70.5	69.3	72.5	77.7	88.5	96.3	96.6	81.7	77.3			
Hay, hayseed, and oilseeds.....	72.9	73.1	74.9	78.0	80.3	79.5	78.4	78.0	78.4	75.0	74.0	73.3	74.0	76.9	82.0			
Other farm products.....	133.4	132.1	132.2	132.8	133.5	133.5	133.8	134.8	134.5	136.4	137.7	138.8	137.3	140.4	144.6			
Processed foods.....	107.8	105.8	107.5	108.1	107.7	107.2	107.2	107.6	108.7	108.8	109.5	110.0	111.1	110.9	105.6			
Cereal and bakery products.....	119.5	119.5	119.5	119.2	119.5	118.9	118.9	117.7	117.4	118.0	118.2	117.8	117.9	117.9	116.9			
Meats, poultry, and fish.....	99.8	94.8	99.3	101.9	101.4	100.8	99.6	100.9	103.3	101.4	102.5	103.5	107.1	106.7	91.9			
Dairy products and ice cream.....	116.2	114.7	113.9	111.9	111.7	112.0	113.0	113.0	113.0	113.0	113.0	113.6	113.7	112.7	111.7			
Canned and frozen fruits and vegetables.....	108.9	107.6	110.6	111.1	110.4	110.6	111.2	110.6	110.8	113.0	112.9	112.1	111.4	109.7	108.9			
Sugar and confectionery.....	116.1	115.8	115.2	115.6	145.2	145.2	145.0	145.1	115.3	117.0	116.1	161.2	161.2	116.5	113.4			
Packaged beverage materials.....	145.2	145.2	145.2	145.2	145.2	145.2	145.0	144.7	154.0	157.9	157.9	161.2	161.2	161.2	153.7			
Animal fats and oils.....	53.5	50.9	52.7	54.6	56.9	57.9	57.0	57.1	57.9	60.7	68.2	73.4	74.7	72.0	75.6			
Crude vegetable oils.....	52.0	55.0	57.3	58.9	57.7	54.6	53.7	53.6	53.9	54.1	57.5	56.1	55.3	60.1	65.7			
Refined vegetable oils.....	55.5	57.8	61.9	61.9	61.9	59.3	59.3	59.3	59.3	63.8	63.8	63.4	64.5	67.9	70.1			
Vegetable oil end products.....	74.2	74.1	74.9	74.6	73.9	73.9	73.9	75.0	76.8	76.8	79.4	80.4	81.3	82.8	86.1			
Other processed foods.....	96.9	96.6	96.1	95.4	95.8	95.3	95.7	97.2	96.2	96.8	97.4	97.0	96.7	96.6	95.5			
All commodities except farm products.....	124.8	124.5	124.7	124.6	124.4	124.6	124.4	124.2	124.2	124.0	123.7	123.5	123.5	123.3	122.1			
All commodities except farm and foods.....	128.4	128.4	128.4	128.2	128.4	128.3	128.1	127.8	127.5	127.2	126.8	126.6	126.4	126.0	125.6			
Textile products and apparel.....	95.9	95.7	95.3	94.9	94.5	94.1	93.9	93.7	93.3	93.3	93.1	93.2	93.3	93.5	95.4			
Cotton products.....	92.4	92.1	91.9	91.6	90.8	90.3	90.2	89.6	88.7	88.6	88.0	87.8	87.9	88.4	90.7			
Wool products.....	104.7	104.3	103.3	102.2	101.1	100.4	99.7	99.6	99.3	97.6	97.3	97.5	97.9	98.4	109.5			
Manmade fiber textile products.....	82.1	82.3	82.2	81.5	81.0	80.6	80.1	79.8	79.3	79.4	79.3	79.7	79.7	80.2	82.0			
Silk products.....	113.2	113.7	113.4	114.2	114.0	113.6	112.1	109.3	104.7	105.1	106.0	107.1	115.8	113.5	122.1			
Apparel.....	100.6	100.4	99.9	99.6	99.3	99.3	99.3	99.3	99.3	99.3	99.2	99.3	99.3	99.3	99.6			
Other textile products.....	77.3	75.2	75.5	75.6	75.7	75.7	76.1	78.0	76.7	76.9	76.7	76.8	73.3	75.2	76.4			
Hides, skins, leather, and leather products.....	109.0	119.7	119.3	118.9	118.5	117.8	108.5	105.4	104.1	103.6	102.3	101.4	100.2	100.6	99.9			
Hides and skins.....	102.4	106.9	107.1	106.7	106.7	106.6	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3			
Leather.....	117.1	117.3	118.7	120.0	124.5	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.2			
Footwear.....	132.3	132.3	130.6	130.2	129.5	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.2			
Other leather products.....	113.5	114.0	113.9	112.0	112.4	111.0	110.4	100.8	99.2	98.2	97.2	97.4	97.2	96.7	97.5			
Fuel, power, and lighting materials.....	111.9	112.2	111.1	111.2	111.4	111.4	111.0	115.0	114.8	113.9	112.9	112.6	113.0	114.1	117.2			
Coal.....	122.9	122.0	121.1	119.8	118.9	119.3	124.6	126.2	125.3	123.7	123.8	123.8	122.7	122.9	124.4			
Coke.....	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	163.1	161.9	161.9	161.9	161.9	161.9	161.7			
Gas fuels.....	112.8	109.2	105.8	106.8	109.9	108.6	113.1	112.0	112.7	107.8	106.0	106.3	104.1	101.7	(1)			
Electric power.....	100.8	100.6	100.8	100.8	100.9	100.8	100.9	100.8	100.7	100.7	100.8	100.9	100.8	100.4	(2)			
Petroleum and products.....	115.1	116.2	114.8	115.0	118.3	119.4	119.9	119.5	118.2	117.2	116.9	117.5	119.7	117.7	127.0			
Chemicals and allied products.....	109.9	109.7	109.9	110.0	110.0	110.0	109.8	109.9	110.2	110.0	110.2	110.2	109.9	110.4	109.5			
Industrial chemicals.....	123.8	123.7	123.9	123.8	123.8	123.9	123.6	123.7	124.0	123.7	123.6	123.6	122.7	123.5	123.5			
Prepared paint.....	128.3	128.3	128.3	128.3	128.3	128.3	128.4	128.4	128.4	128.2	128.2	128.2	128.2	128.2	128.3			
Paint materials.....	102.1	101.5	101.3	101.4	101.4	101.4	101.4	101.4	101.4	102.8	102.8	102.8	102.8	102.8	102.5			
Drugs and pharmaceuticals.....	95.5	93.4	93.5	93.4	93.1	92.9	92.8	93.0	93.0	93.2	93.2	93.2	93.9	94.4	94.0			
Fats and oils, inedible.....	55.0	53.8	55.3	58.4	60.4	60.4	60.3	58.9	59.9	61.5	61.7	62.6	61.6	61.6	61.6			
Mixed fertilizer.....	109.4	109.2	108.8	108.9	108.9	109.0	110.0	109.8	110.2	109.4	109.8	109.5	109.7	110.7	110.0			
Fertilizer materials.....	105.2	104.8	107.4	107.6	107.5	107.5	107.5	107.5	107.5	105.3	105.2	106.3	104.3	108.0	106.8			
Other chemicals and allied products.....	106.9	106.7	106.6	106.5	106.4	106.3	106.1	106.5	106.7	106.6	106.6	106.6	106.6	106.8	105.7			
Rubber and rubber products.....	142.2	141.1	141.6	146.6	148.0	148.7	146.0	145.3	145.4	145.2	145.6	146.7	146.3	145.4	145.2			
Crude rubber.....	158.8	154.7	149.3	148.7	152.9	146.9	142.4	139.4	138.9	137.8	142.6	140.1	135.7	134.0	141.3			
Tires and tubes.....	134.3	134.3	150.0	150.0	151.9	151.9	151.9	151.9	151.9	151.9	151.9	151.9	151.9	151.9	150.9			
Other rubber products.....	142.2	141.4	141.6	142.4	142.3	141.9	141.9	141.9	141.6	141.7	142.0	142.8	142.2	142.7	140.9			
Lumber and wood products.....	127.2	128.5	128.3	128.2	128.2	126.3	124.2	122.5	120.5	119.8	120.0	120.8	120.4	117.7	119.0			
Lumber.....	129.3	130.9	128.8	128.3	128.1	126.1	123.1	120.1	120.2	120.1	120.2	120.2	120.2	118.0	119.7			
Millwork.....	138.7	138.6	137.7	137.3	137.5	135.4	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2			
Plywood.....	96.6	100.9	102.4	105.2	106.6	106.6	104.0	103.6	99.7	99.1	100.1	102.7	102.0	97.1	96.4			
Pulp, paper, and allied products.....	132.4	132.3	132.4	132.3	132.0	132.2	132.0	131.7	131.5	131.3	131.9	131.9	131.7	131.0	129.6			
Woodpulp.....	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	118.8			
Wastepaper.....	118.0	115.9	115.9	115.9	115.9	115.7	115.7	107.1	101.0	95.8	111.3	111.3	106.4	88.3	77.2			
Paper.....	143.8	143.7	143.6	143.3	143.3	143.3	142.1	142.1	142.1	142.1	142.1	142.1	142.1	142.1	141.9			
Paperboard.....	135.9	135.0	135.9	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.3			
Converted paper and paperboard products.....	127.4	127.4	127.6	127.6	127.8	127.5	127.6	127.6	127.7	127.7	127.9	127.9	127.9	127.6	126.1			
Building paper and board.....	147.6	147.6	147.3	146.7	146.7	145.0	144.2	144.2	143.9	143.7	143.4	143.4	143.4	143.2	141.5			
Metals and metal products.....	153.7	152.8	152.7	153.3	153.0	152.8	153.6	153.4	152.9	153.0	153.0	152.2	151.3	150.4	151.2			
Iron and steel.....	172.4	171.9	171.8	171.3	170.4	169.4	169.4	171.9	172.5	172.0	171.7	172.0	171.4	171.8	168.8			
Nonferrous metals.....	136.0	135.9	136.3	136.1	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2			
Metal containers.....	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9			
Hardware.....	172.9	172.9	173.0	173.0	173.0	173.0	173.0	173.0	173.0	173.0	173.0	173.0	173.0	173.0	173.0			
Plumbing fixtures and brass fittings.....	131.0	131.0	130.9	130.9	130.9	129.8	129.2	129.2	129.2	129.2	129.2	129.2	129.2	129.2	129.2			
Heating equipment.....	121.3	121.6	121.7	121.7	121.7	121.7	121.7	121.9	122.0	121.8	121.8	121.4	121.4	121.5	122.1			
Fabricated structural metal products.....	134.2	132.3	132.3	132.3	132.3	132.3	132.3	132.3	134.9	134.0	133.9	133.8	133.3	133.1	133.8			
Fabricated nonstructural metal products.....	141.1	145.1	145.3	146.1	146.1	146.0	145.9	145.8	145.3	145.0	145.0	145.7	145.4	1				

See footnotes at end of table.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued

[1947-49=100, unless otherwise specified]

Commodity group	1959										1958				Annual average	
	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Machinery and motive products.....	153.9	153.8	153.6	153.0	152.5	152.1	152.2	152.0	151.8	151.5	151.2	149.9	149.4	149.8	146.1	
Agricultural machinery and equipment.....	143.4	143.4	143.4	143.5	143.5	143.0	143.1	143.0	142.9	142.9	141.8	139.2	138.9	139.1	133.6	
Construction machinery and equipment.....	172.4	172.2	172.0	171.9	171.9	172.0	171.9	171.4	170.9	170.3	168.0	166.8	166.0	166.3	160.0	
Metalworking machinery and equipment.....	176.3	175.8	173.8	173.7	173.3	172.7	172.5	171.4	171.2	170.6	170.2	170.0	169.3	170.1	167.0	
General purpose machinery and equipment.....	166.5	166.2	165.9	165.8	162.8	162.8	163.3	163.9	163.0	162.3	161.6	160.2	159.3	160.0	157.6	
Miscellaneous machinery.....	149.7	149.6	149.5	149.3	149.2	149.2	149.2	149.0	148.6	148.4	147.9	147.6	147.4	148.1	145.2	
Electrical machinery and equipment.....	155.8	155.8	156.1	154.2	154.1	153.0	153.1	152.5	152.6	152.4	152.4	152.7	152.7	152.2	149.0	
Motor vehicles.....	143.2	143.2	143.2	143.2	143.2	143.2	143.2	143.2	143.1	143.1	142.8	139.7	139.0	139.7	138.4	
Furniture and other household durables.....	123.5	123.5	123.8	123.6	123.5	123.4	123.5	123.3	123.3	122.8	122.7	123.0	123.0	123.2	122.2	
Household furniture.....	124.2	124.2	124.2	124.0	123.7	123.4	124.1	124.1	124.1	123.9	123.7	123.0	122.8	123.0	122.5	
Commercial furniture.....	155.5	155.3	155.3	155.1	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	154.6	150.4	
Floor coverings.....	128.9	128.6	128.6	128.1	127.8	127.8	127.2	126.3	126.1	126.1	126.1	126.1	126.2	127.8	133.4	
Household appliances.....	104.4	104.4	104.4	104.9	105.0	105.1	105.0	104.8	105.0	103.8	103.8	104.2	104.0	104.7	105.5	
Television, radio receivers, and phonographs.....	92.7	93.3	94.3	92.9	92.8	92.8	93.2	93.2	93.2	92.5	92.7	94.9	94.9	94.4	94.4	
Other household durable goods.....	156.6	156.4	156.8	156.7	156.5	156.2	156.0	156.0	155.5	155.5	155.0	155.0	154.9	155.1	148.3	
Nonmetallic minerals—structural.....	137.4	137.4	137.5	137.4	138.4	138.3	137.7	137.5	137.2	136.9	136.7	136.7	136.7	136.0	134.6	
Flat glass.....	135.3	135.3	135.3	135.3	135.2	135.2	135.2	135.2	135.2	135.2	135.0	135.0	135.0	135.4	135.7	
Concrete ingredients.....	140.3	140.4	140.4	140.1	140.2	140.2	140.2	140.2	140.2	139.2	139.1	139.1	139.1	139.0	136.0	
Concrete products.....	130.1	129.7	129.9	129.7	129.7	129.4	129.3	129.0	128.6	128.4	128.1	128.1	127.9	128.1	126.4	
Structural clay products.....	160.5	160.5	160.6	160.4	160.1	160.0	159.9	159.6	159.3	158.8	158.4	158.2	158.2	156.5	154.0	
Gypsum products.....	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	132.1	127.1	
Prepared asphalt roofing.....	110.8	111.9	111.9	113.6	126.4	126.4	119.4	119.8	118.5	118.5	118.5	118.5	118.5	112.8	122.3	
Other nonmetallic minerals.....	132.5	132.5	132.5	132.5	132.5	132.7	132.7	131.7	131.4	131.4	131.2	131.2	131.2	131.2	128.0	
Tobacco manufactures and bottled beverages.....	134.5	134.5	134.5	132.2	132.2	132.2	132.1	128.9	128.6	128.6	128.7	128.8	128.0	128.2	126.1	
Cigarettes.....	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	129.4	
Cigars.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	103.0	
Other tobacco manufactures.....	153.7	153.7	153.7	152.8	152.8	152.8	150.9	148.3	139.7	139.7	139.7	139.7	139.7	140.5	136.0	
Alcoholic beverages.....	126.8	126.8	126.8	121.7	121.7	121.7	121.7	121.7	121.7	121.7	121.7	121.7	120.1	120.5	119.5	
Nonalcoholic beverages.....	171.1	171.1	171.1	171.1	171.1	171.1	171.1	148.9	148.9	148.9	149.3	149.3	149.3	149.3	149.2	
Miscellaneous products.....	88.6	92.0	92.9	91.0	95.2	98.8	97.0	98.5	100.8	100.9	93.2	91.2	92.5	94.2	89.6	
Toys, sporting goods, small arms, and ammunition.....	117.7	117.7	117.5	117.0	117.0	116.9	117.2	117.9	117.8	118.6	118.6	118.6	118.6	119.0	117.7	
Manufactured animal feeds.....	64.5	70.6	72.2	69.0	76.6	82.9	79.6	82.2	86.2	86.4	72.6	69.0	71.4	74.4	67.3	
Notions and accessories.....	96.3	96.3	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.3	
Jewelry, watches, and photographic equipment.....	108.3	108.3	108.1	108.1	108.1	108.2	108.2	108.1	108.1	107.9	107.9	107.8	107.7	107.6	107.5	
Other miscellaneous products.....	132.0	132.0	131.9	132.0	132.8	132.6	132.6	132.4	132.6	132.4	132.2	132.2	132.4	132.2	128.4	

¹ As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.

² Preliminary.

³ Revised.

⁴ January 1958=100.

⁵ Not available.

TABLE D-4. Indexes of wholesale prices,¹ by stage of processing and durability of product

[1947-40=100]

Commodity group	1959										1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
All commodities.....	119.6	119.1	119.5	119.7	119.9	120.0	119.6	119.5	119.5	119.2	119.2	119.0	119.1	119.2	117.6	
Stage of processing																
Crude materials for further processing.....	95.9	95.6	96.4	98.1	98.5	99.6	98.9	98.0	98.1	97.0	98.4	98.0	96.4	99.4	97.2	
Crude foodstuffs and feedstuffs.....	85.3	85.2	86.3	88.7	89.7	91.1	89.8	89.0	89.7	88.4	89.9	89.3	90.7	92.8	87.7	
Crude nonfood materials except fuel.....	112.7	112.1	112.6	113.1	112.3	112.6	112.7	111.9	110.5	110.1	111.2	111.1	109.6	108.4	112.6	
Crude nonfood materials, except fuel, for manufacturing.....	111.3	110.6	111.2	111.8	110.9	111.2	111.3	109.8	109.0	108.6	109.8	109.7	108.1	106.8	111.5	
Crude nonfood materials, except fuel, for construction.....	140.3	140.4	140.4	140.1	140.2	140.2	140.2	140.2	140.2	139.2	139.1	139.1	139.1	139.0	138.0	
Crude fuel.....	124.1	122.5	119.7	120.3	120.3	120.3	123.4	126.4	126.1	123.5	123.0	123.1	121.8	121.2	119.7	
Crude fuel for manufacturing.....	123.7	122.1	119.9	119.9	119.9	119.9	124.9	125.9	125.7	123.7	123.1	122.6	122.7	121.4	119.4	
Crude fuel for nonmanufacturing.....	124.9	123.2	120.3	120.9	121.0	120.9	126.3	127.2	126.7	124.1	123.5	123.7	122.3	121.6	120.1	
Intermediate materials, supplies, and components.....	126.0	127.0	127.2	127.1	127.4	127.2	126.7	126.5	126.3	126.3	125.7	125.4	125.4	125.3	125.1	
Intermediate materials and components for manufacturing.....	129.3	129.1	129.4	129.5	129.3	128.6	128.2	128.0	127.7	127.8	127.8	127.6	127.3	127.2	126.9	
Intermediate materials for food manufacturing.....	90.1	98.6	99.3	99.5	99.0	97.4	97.7	98.5	99.2	100.4	101.2	101.4	101.5	102.2	90.9	
Intermediate materials for nondurable manufacturing.....	107.1	107.0	107.0	106.8	106.8	106.4	105.2	104.8	104.5	104.5	104.3	104.2	104.1	104.7	105.7	
Intermediate materials for durable manufacturing.....	166.0	157.6	157.8	168.5	168.1	167.7	167.6	167.1	166.6	166.6	166.6	165.2	165.4	164.3	163.2	
Components for manufacturing.....	151.5	151.3	152.1	152.2	151.9	150.9	151.1	151.0	150.8	150.7	150.7	150.2	149.8	149.5	148.3	
Materials and components for construction.....	137.0	137.1	137.0	137.4	137.2	136.5	135.7	135.3	134.5	134.2	134.1	134.2	133.7	132.9	132.9	
Processed fuels and lubricants.....	105.0	106.3	105.1	105.2	107.0	107.3	107.4	106.8	105.9	105.6	105.4	105.6	107.7	106.5	113.0	
Processed fuels and lubricants for manufacturing.....	105.6	105.7	104.6	104.8	106.2	106.4	106.6	106.2	105.3	105.0	104.8	104.9	106.8	106.8	111.2	
Processed fuels and lubricants for nonmanufacturing.....	106.7	107.4	105.9	105.0	108.3	108.8	108.7	108.0	106.9	106.6	106.5	106.9	109.6	107.7	116.0	
Containers, nonreturnable.....	136.1	136.2	136.5	136.6	136.6	137.8	137.8	138.0	137.8	138.7	138.0	137.9	137.7	137.4	134.3	
Supplies.....	114.0	115.7	116.4	114.6	116.7	118.3	117.2	117.6	118.7	118.6	114.9	113.6	113.7	115.1	112.5	
Supplies for manufacturing.....	145.5	145.0	144.8	142.5	142.2	141.8	141.6	141.3	140.6	140.5	140.3	140.5	139.3	139.9	137.6	
Supplies for nonmanufacturing.....	100.0	102.4	103.4	101.8	104.7	107.0	105.6	106.2	107.9	107.9	103.0	101.0	101.8	103.4	101.1	
Manufactured animal feeds.....	64.0	70.5	71.5	68.1	75.0	82.0	78.7	80.9	85.2	85.6	72.4	66.9	66.5	73.0	67.6	
Other supplies.....	121.1	121.1	122.1	121.6	121.5	121.6	121.3	121.1	121.1	120.9	120.9	121.0	120.7	121.2	120.7	
Finished goods (goods to users, including raw foods and fuels).....	121.4	120.2	120.7	120.5	120.6	120.8	120.6	120.7	120.8	120.5	120.6	120.6	120.9	120.8	118.1	
Consumer finished goods.....	113.4	112.0	112.6	112.4	112.6	112.9	112.7	112.9	113.1	112.8	113.0	113.3	113.7	113.5	111.1	
Consumer foods.....	107.2	103.9	105.4	105.6	105.5	106.2	105.6	105.8	107.8	107.6	108.6	109.6	110.8	110.5	104.5	
Consumer crude foods.....	98.9	88.1	89.6	86.6	87.5	92.1	89.4	88.3	95.1	95.5	97.8	100.6	100.6	101.0	95.0	
Consumer processed foods.....	109.1	106.9	108.8	109.6	109.3	109.2	109.0	109.3	110.5	110.2	110.9	111.5	113.0	112.6	106.4	
Consumer other nondurable goods.....	113.9	113.8	113.4	112.8	113.5	113.6	113.7	113.1	112.7	112.2	112.0	112.2	112.2	111.7	112.4	
Consumer durable goods.....	126.6	126.7	126.7	126.7	126.6	126.5	126.5	126.4	126.4	126.1	126.0	126.0	124.6	125.0	123.3	
Producer finished goods.....	153.8	153.6	153.6	153.5	152.9	152.8	152.8	152.4	152.2	152.0	151.6	150.3	150.1	150.3	146.7	
Producer finished goods for manufacturing.....	158.6	158.4	158.2	158.1	158.0	157.8	157.6	157.2	157.1	156.7	156.3	155.0	154.8	155.0	151.2	
Producer finished goods for nonmanufacturing.....	149.7	149.7	149.6	149.6	149.3	148.7	148.7	148.4	148.2	148.0	147.5	146.3	146.1	146.4	142.9	
Durability of product																
Total durable goods.....	146.4	146.2	146.1	146.1	145.8	145.4	145.4	145.1	144.7	144.5	144.4	143.7	143.2	142.8	141.4	
Total nondurable goods.....	105.0	104.4	105.0	105.2	105.6	106.2	105.6	105.5	105.7	105.4	105.5	105.6	106.1	106.4	104.7	
Total manufactures.....	125.7	125.5	125.8	125.8	125.9	125.8	125.8	125.3	125.2	125.1	124.8	124.5	124.6	124.5	123.2	
Durable manufactures.....	147.4	147.3	147.3	147.3	147.0	146.6	146.4	146.2	145.8	145.6	145.4	144.7	144.3	144.0	142.0	
Nondurable manufactures.....	105.4	105.2	105.8	105.7	105.2	105.4	105.8	106.7	108.9	108.8	108.4	108.5	109.1	109.2	106.4	
Total raw or slightly processed goods.....	99.3	97.7	98.3	99.0	99.5	100.6	100.1	100.2	100.3	99.5	100.6	100.8	101.0	101.6	98.9	
Durable raw or slightly processed goods.....	115.5	113.0	111.6	110.9	108.4	109.7	116.2	115.5	113.4	111.7	114.4	113.7	111.5	108.3	122.3	
Nondurable raw or slightly processed goods.....	93.4	96.8	97.5	98.4	99.0	100.1	99.2	99.3	99.6	98.8	99.0	100.0	100.4	101.2	97.7	

¹ See footnote 1, table D-3.² Preliminary.³ Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Prices Indexes, 1957 BLS Bull. 1235 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,592	-----	1,130,000	-----	16,900,000	0.27
1947-49 (average).....	3,573	-----	2,380,000	-----	39,700,000	.46
1945.....	4,730	-----	3,470,000	-----	38,000,000	.47
1946.....	4,985	-----	4,600,000	-----	116,000,000	1.43
1947.....	3,693	-----	2,170,000	-----	34,600,000	.41
1948.....	3,419	-----	1,990,000	-----	34,100,000	.37
1949.....	3,606	-----	3,030,000	-----	50,500,000	.59
1950.....	4,843	-----	2,410,000	-----	38,800,000	.44
1951.....	4,737	-----	2,220,000	-----	22,900,000	.23
1952.....	5,117	-----	3,540,000	-----	50,100,000	.57
1953.....	5,091	-----	2,400,000	-----	28,300,000	.26
1954.....	3,468	-----	1,530,000	-----	22,600,000	.21
1955.....	4,320	-----	2,650,000	-----	28,200,000	.26
1956.....	3,825	-----	1,900,000	-----	33,100,000	.29
1957.....	3,673	-----	1,390,000	-----	16,500,000	.14
1958.....	3,694	-----	2,060,000	-----	23,900,000	.22
1958: September.....	400	575	400,000	800,000	2,500,000	.28
October.....	300	525	450,000	825,000	5,250,000	.53
November.....	200	400	225,000	800,000	2,500,000	.30
December.....	150	300	60,000	180,000	2,000,000	.21
1959: January ²	225	325	75,000	150,000	2,000,000	.23
February ²	200	300	75,000	140,000	1,500,000	.18
March ²	250	350	90,000	150,000	1,000,000	.11
April ²	350	475	175,000	250,000	2,500,000	.26
May ²	400	550	175,000	300,000	2,750,000	.30
June ²	450	700	185,000	325,000	2,750,000	.28
July ²	425	700	650,000	750,000	9,000,000	.92
August ²	425	700	170,000	750,000	13,000,000	1.40
September ²	400	650	100,000	750,000	14,000,000	1.50

¹ The data include all known work stoppages involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect or

secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

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